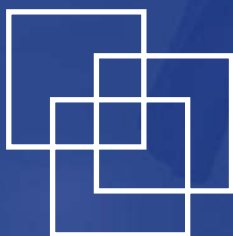




**Kingdom of Cambodia
Decent Work
Country Programme
2019-2023**



**Decent Work
Country Programme
(DWCP)
2019-2023**

Kingdom of Cambodia

March 2019



សហជីពកម្ពុជា

MEMORANDUM OF UNDERSTANDING

Whereas the Royal Government of Cambodia, the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as Parties), wish to collaborate in order to promote and advance decent work in Cambodia.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP). The following are agreed as priorities of the DWCP:

Priority 1: Promoting employment and sustainable enterprise development;
Priority 2: Strengthening and expanding social protection, including occupational safety and health (OSH); and
Priority 3: Improving industrial relations and rights at work.
2. The ILO agrees to assist in the mobilization of resources and to provide technical cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
3. In relation to the DWCP and to any activities of the ILO in the country, the Government will apply, to the Organization, its property, funds and assets, its personnel and any person designated by the ILO to participate in ILO activities, the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO, as well as the provisions of the Revised Standard Agreement concerning technical assistance signed on 28 August and 5 October 1956 between the UN, ILO, FAO, UNESCO, ICAO, WHO, ITU, WMO and Cambodia, including exempting the ILO from value added tax levied against goods, equipment, works and services to be used for official purposes.
4. This Memorandum of Understanding (MOU) may be modified by agreement between the Parties.
5. Nothing in or relating to this MOU will be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.
6. The DWCP is attached to this MOU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MOU, including the provisions referenced in article 3, then the MOU will govern and prevail.
7. The original of MOU has been written and signed in English. If this MOU is translated into another language, the English version will govern and prevail.

This MOU, superseding all communications on this matter between the Parties, will enter into force with effect from its signature by the authorized representatives of the Parties.

For and on behalf of the Government



H.E. Dr. Ith Samheng,
Minister of Labour and Vocational Training
Phnom Penh, 28 March 2019

For on behalf of Employers' Organization



Mr. Van Sou Ieng,
President of Cambodian Federation of Employers and Business Associations (CAMFEBA)
Phnom Penh, 28 March 2019

For on behalf of Workers' Organization



Mr. Ath Thorn,
Representative of Cambodian Trade Unions
Phnom Penh, 28 March 2019

For and on behalf of the International Labour Office



Mr. Graeme Buckley,
Country Director for Thailand, Cambodia and Lao PDR
Phnom Penh, 28 March 2019



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1. EXECUTIVE SUMMARY

With a per capita Gross National Income (GNI) of US\$ 1,140 in 2016, Cambodia has been one of the 10 fastest-growing economies in the world over the past 20 years, achieving Lower Middle-Income Country (LMIC) status in 2015. Per capita income has increased by almost 500 percent over the past decade, with a 400 percent further increase projected when Cambodia achieves Upper-Middle Income Country status (UMIC) by 2030. The country ranks 143 out of 188 countries on the Human Development Index (HDI), but rapid improvements have seen it become the 8th best performing country globally in this respect. Cambodia is expected to graduate from Least Developed Country (LDC) status under the United Nations and World Trade Organisation system in due course.

The last decade has seen an acceleration of economic structural transformation in Cambodia. The contribution of agriculture to GDP has been shrinking, while that of industry has expanded. In 2016, agriculture's share of GDP declined to 20.6 percent, down from about one-third a decade ago and below industry's share of 32.6 percent in that year. As a result, the economy has become increasingly reliant on the industry and services sectors to absorb new entrants into the labour force and the ongoing migration from rural to urban areas, although new jobs still tend to be mainly low value and low skilled. These changes have contributed to an increase in the percentage of rural household income from salaries and wages, up to about 50 percent in 2015 from 30 percent 10 years previously. The factors driving job creation in Cambodia are thus shifting significantly, with further impetus provided by ASEAN integration, the emergence of digital and knowledge-based economies and the drive to smart and higher value-added production.

In the context of these developments, Cambodia's poverty rate dropped from 47.8 percent to 13.5 percent between 2007 and 2014. Food poverty was reduced to virtually zero by 2014 and income inequality has reduced, with Cambodia's Gini coefficient improving from 0.41 in 2007 to 0.29 in 2014.

At the same time, a number of decent work and related systemic challenges remain to be addressed if Cambodia is to achieve its aspiration to be an Upper-Middle Income Country in 2030. These include:

- Ensuring that the country is well positioned to reap the benefits of the “4th Industrial Revolution,” including through closing the digital gender gaps, lifting the skills level and adaptability of the women and men in the workforce; reducing the mismatch between skills and jobs in the labour market; increasing the formalization, productivity, diversification and competitiveness of the economy; expanding sustainable enterprises; and ensuring that burgeoning foreign direct investment (FDI) translates into decent jobs for women and men.
- Addressing widespread vulnerability, with approximately 70 percent of the workforce in informal/vulnerable employment; more than 33 percent of the population still multi-dimensionally poor despite recent progress; 28 percent vulnerable to falling back into poverty as a result of factors such as economic shocks or natural disasters which are increasingly linked to the impacts of climate change; and low levels of social protection coverage among poor households, informal workers and indigenous populations.
- Addressing the fragilities arising from the reliance of the economy a narrow range of economic sectors, particularly the garment sector, as well as unstable agricultural prices, financial instability and the impact of natural disasters.
- Ensuring that “nobody is left behind,” in the context of ongoing widespread disparities in areas such as education, health, ethnicity and gender, despite falling income inequality in recent years.
- Improving rights at work through strengthening the application of international Labour Standards (ILS), inter alia including the ongoing strengthening of legal and institutional frameworks, freedom of association (FoA), workplace cooperation and collective bargaining, disputes resolution, implementation of C100 and C111 on gender equality, occupational safety and health, the rights of migrant workers and the ability of unions to effectively represent their members.

At the same time, the current context in Cambodia holds many opportunities which the DWCP can leverage for greater relevance, effectiveness, efficiency, impact and sustainability in supporting the implementation of Cambodia's Rectangular Strategy IV and other core national development frameworks. These include:

- The potential impacts of “Future of Work” and digital economy developments, with new opportunities in areas such as the creation of decent green jobs in new and emerging sectors, expansion of e-commerce and online banking, the ability to make voluntary social protection contributions online, enhancing productivity, improving labour market information and provision of online training.

- Positive projections for ongoing economic growth, increased revenue collection and public expenditure.
- The demographic dividend arising from population dynamics, freeing up resources for social investment and family income growth.
- Growing regional cooperation within the framework of the ASEAN Economic Community (AEC) linked to efforts to lift workforce skill levels in order to seize the opportunities available.
- Despite the ongoing systemic challenges, gradually expanding opportunities for women arising from factors such as increased access to education, relatively high levels of labour market participation (although still less than that of men), and (slowly) changing social norms reflected in developments such as the more visible attention to gender-based violence and maternity protection.
- Expanded legal, policy, institutional and strategy frameworks in areas relevant to decent work promotion.
- The planned Population and Housing Census in 2019, providing access inter alia to new data on labour market dynamics and trends.

In light of these challenges and opportunities, the DWCP prioritizes efforts, resources and partnerships in three core areas: (i) the promotion of decent jobs and sustainable enterprises, linked to formalization and skills development; (ii) strengthening and expanding social protection and occupational safety and health; and (iii) improving industrial relations and rights at work, including addressing sexual harassment and maternity protection. The DWCP is aligned and fully consistent with the UNDAF 2019-2023 and framework within the context of the on-going UN reform agenda within which the ILO in Cambodia plays a fundamental and strategically important role.

Underpinning all aspects of the DWCP are a focus on ensuring the rights, inclusion and engagement of women, men, youth and vulnerable groups in line with international labour standards. The latter includes persons with disability, indigenous communities, LGBTQI persons and persons living with HIV. A summary overview of DWCP Priorities and Outcomes, as well as links with Cambodian and international development frameworks, is set out “DWCP at a Glance.”



2. ACRONYMS AND ABBREVIATIONS

| | |
|----------|--|
| AC | Arbitration Council |
| ACRA | Association of Cambodian Recruitment Agencies |
| ACT | Action, Collaboration, Transformation |
| ADB | Asian Development Bank |
| ASEAN | Association of Southeast Asian Nations |
| BFC | Better Factories Cambodia |
| CAMFEBA | Cambodian Federation of Employers and Business Associations |
| CBA | Collective Bargaining Agreement |
| C-BED | Community-Based Enterprise Development |
| CCA | Common Country Assessment |
| CDC | Council for the Development of Cambodia |
| CEACR | ILO Committee of Experts on the Application of Conventions and Recommendations |
| CEDAW | Convention on the Elimination of All Forms of Discrimination against Women |
| CDRI | Cambodia Development Resource Institute |
| CIPO | Cambodia Indigenous People's Organisation |
| CNDSP | Cambodia National Disability Strategic Plan (2019-2023) |
| CO-BKK | ILO Country Office for Thailand, Cambodia and Lao PDR |
| CP | Country Programme |
| CRPD | Convention on the Rights of Persons with Disabilities |
| CSO | Civil Society Organisation |
| CSDGs | Cambodia Sustainable Development Goals |
| CWEA | Cambodia Women Entrepreneurs Association |
| DWCP | Decent Work Country Programme |
| DWT | Decent Work Technical Support Team |
| ESCAP | Economic and Social Commission for Asia and the Pacific |
| EU | European Union |
| FAO | Food and Agriculture Organisation |
| FASMEC | Federation of Associations for SMEs of Cambodia |
| FDI | Foreign Direct Investment |
| GDP | Gross Domestic Product |
| GIZ | Gesellschaft für Internationale Zusammenarbeit (Germany) |
| GMAC | Garment Manufacturers Association of Cambodia |
| HDI | Human Development Index |
| HEF | Health Equity Fund |
| HIES | Household income and expenditure survey |
| HIV/AIDS | Human immunodeficiency virus and acquired immune deficiency syndrome |
| IAG-M | Industry Advisory Group on manufacturing skills standards |
| IDP | Industrial Development Policy |
| IFAD | International Fund for Agricultural Development |
| ILC | International Labour Conference |
| ILO | International Labour Organisation |
| ILS | International Labour Standards |
| IMC | Inter-Ministerial Committee |
| IOM | International Office of Migration |
| KAB | Know About Business |
| KOSHA | Korean Occupational Safety and Health Agency |
| LAC | Labour Advisory Committee |
| LDC | Least Developed Country |
| LFS | Labour Force Survey |
| LGBTQI | Lesbian, Gay, Bisexual, Transgender, Queer and Intersex |

| | |
|-----------|--|
| LMIC | Lower-Middle Income Country |
| MAC | Manpower Association of Cambodia |
| MAFF | Ministry of Agriculture, Forestry and Fisheries |
| M&E | Monitoring and Evaluation |
| MAFF | Ministry of Agriculture, Forestry and Fisheries |
| MEF | Ministry of Economy and Finance |
| MHLW | Ministry of Health, Labour and Welfare (Japan) |
| MIH | Ministry of Industry and Handicrafts |
| MoFA | Ministry of Foreign Affairs (Netherlands) |
| MoLVT | Ministry of Labour and Vocational Training |
| MoT | Ministry of Tourism |
| MoWA | Ministry of Womens' Affairs |
| MPI | Multidimensional Poverty Index |
| MRC | Migrant Resource Centre |
| MRD | Ministry of Rural Development |
| MRS | Mutual Recognition of Skills (ASEAN) |
| MTR | Mid Term Review |
| NCLS | National Child Labour Survey |
| NEP | National Employment Policy |
| NGO | Non-Governmental Organisation |
| NIS | National Institute of Statistics |
| NSDP | National Strategic Development Plan |
| NSSF | National Social Security Fund |
| NTUC-DWCP | National Trade Union Council for the DWCP |
| ODA | Official Development Assistance |
| OECD | Organisation of Economic Cooperation and Development |
| OHCHR | Office of the United Nations High Commissioner for Human Rights |
| OSH | Occupational Safety and Health |
| PICC | Performance Improvement Consultative Committee |
| RGC | Royal Government of Cambodia |
| SDC | Swiss Agency for Development Cooperation |
| SDG(s) | Sustainable Development Goal (s) |
| SIDA | Swedish International Development Agency |
| SNA | Sub-National Administration |
| SPPF | Social Protection Policy Framework |
| TVET | Technical Vocational Education and Training |
| UN | United Nations |
| UNCT | United Nations Country Team |
| UNDAF | United Nations Development Assistance Framework |
| UNDP | United Nations Development Programme |
| UNDS | United Nations Development System |
| UNESCO | United Nations Educational, Scientific and Cultural Organisation |
| UNICEF | United Nations Children Fund |
| UNIDO | United Nations Industrial Development Organisation |
| UNW | United Nations Entity for Gender Equality and the Empowerment of Women |
| USD | United States Dollar |
| USDOL | US Department of Labour |
| WB | World Bank |
| WHO | World Health Organisation |

3. GLOSSARY OF TERMS AND DEFINITIONS

The following terms are selected from the official Glossary of the International Labour Organisation:

Assumption: An assertion about some characteristics of the future that underlies the current operations or plans of a project. An assumption is important if its negation would lead to significant changes in those operations and plans.

Baseline: A measurement, calculation or location used as a basis for comparison; an analysis describing the situation prior to a development intervention, against which progress can be assessed or comparisons made, or using a starting period as baseline reference.

Collective bargaining: Free and voluntary negotiations between the two independent parties concerned. Collective bargaining takes place between an employer, a group of employers or one or more employers' organizations on the one hand, and one or more workers' organizations on the other, in order to determine working conditions and terms of employment, or for regulating relations between employers and workers. It may take place at many different levels, with one level sometimes complementing the other; for example a unit within an enterprise, or at the enterprise, sectoral, or regional and national level.

Contributing family workers: Workers who hold self-employment jobs in an establishment operated by a related person, with a too-limited degree of involvement in its operation to be considered a partner.

Decent work: Opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity (1999 ILC Report). Work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men.

Employment: The use of labour to produce goods for sale, exchange or own consumption and/or services for sale or exchange → Economic activities that are included in GDP and national accounts.

Employability: The term relates to portable competencies and qualifications that enhance an individual's capacity to make use of the education and training opportunities available in order to secure and retain decent work.

Green jobs: Employment that contributes substantially to preserving or restoring environmental quality. Jobs are green when they help reduce negative environmental impact, ultimately leading to environmentally, economically, and socially sustainable enterprises and economies. More precisely, green jobs are decent jobs that reduce consumption of energy and raw materials, limit greenhouse gas emissions, minimize waste and pollution, and protect and restore ecosystems.

Indicator: A quantitative or qualitative factor or variable that provides a simple and reliable means to measure achievement, to reflect changes connected to an intervention, or to help assess the performance of a development actor. It does not indicate the direction of change. Indicators should be specific, measurable, attainable, realistic, and time-bound (SMART).

Impact: Positive and negative, primary and secondary long-term effects produced by a development intervention, directly or indirectly, intended or unintended.

Outcome: The likely or achieved short-term and medium term effects of an intervention's outputs. Outcomes represent changes in the institutional and behavioural capacities, for development conditions that occur between the completion of outputs and the achievement of goals.

Output: The products and services that result from a development intervention, which may also include changes resulting from the intervention that are relevant to the achievement of outcomes.

Own-account workers: Workers who hold self-employment jobs and do not engage 'employees' on a continuous basis.

Productive employment: Employment yielding sufficient returns to labour to permit the worker and her/his dependents an adequate level of consumption/income that satisfies their basic needs.

Social dialogue: This includes all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers, and workers, on issues of common interest relating to economic and social policy. The definition and concept of social dialogue varies from country to country and from region to region and it is still evolving.

Social protection system: Social protection refers to a set of benefits available (or not available) from the State, market, civil society, and households -or through a combination of these agencies- to the individual/households to reduce multi-dimensional deprivation. This multi-dimensional deprivation could be affecting less active poor persons (e.g., the elderly, people with disabilities) or active poor persons. It covers all guarantees against reduction or loss of income in case of illness, old age, unemployment, or other hardship, and includes family and ethnic solidarity, collective or individual savings, private insurance, social insurance, mutual benefit societies, social security, etc.

Target: A quantitative and measurable level that is expected to be achieved by a given date. The achievement of targets can be monitored through the use of indicators.

Vulnerable employment: The sum of own-account workers and contributing family workers.

Working-age population: Is defined as persons aged 15 years and older, although this may vary slightly from country to country. The ILO standard for the lower age limit is 15 years.

In addition to the above, the following terms are used in the DWCP. The definitions and explanations are drawn from the website of the International Labour Organisation:

Gender equality: The ILO's mandate to promote equality in all respects between women and men in the world of work is enshrined in its Constitution and reflected in relevant international labour standards. The four key ILO gender equality Conventions are the Equal Remuneration Convention (No. 100), Discrimination (Employment and Occupation) Convention (No. 111), Workers with Family Responsibilities Convention (No. 156) and Maternity Protection Convention (No. 183). Conventions 100 and 111 are also among the eight fundamental Conventions and the principles and rights enshrined in those Conventions are found in the ILO Declaration on Fundamental Principles and Rights at Work. The ILO mandate on gender equality is reinforced by related Resolutions adopted by its highest decision-making body, the International Labour Conference.

Gender mainstreaming: In July 1997, the United Nations Economic and Social Council (ECOSOC) defined the concept of gender mainstreaming as follows: "Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality."

Formal employment: The formal sector consists of the businesses, enterprises and economic activities that are monitored, protected and taxed by the government. In the Cambodian context, formal enterprises are registered with the Ministry of Industry and Handicrafts and are eligible for support by government business services.

Informal economy: Activities and income that are partially or fully outside government regulation, taxation, and observation. Informal employment involves work without formal contracts and protection of labour rights in line with national legislation and International Labour Standards.

International Labour Standards (ILS): Legal instruments drawn up by the ILO's constituents (governments, employers and workers) and setting out basic principles and rights at work. They are either conventions, which are legally binding international treaties that may be ratified by member states, or recommendations, which serve as non-binding guidelines. Standards are adopted by a two-thirds majority vote of the ILO's constituents and are therefore an expression of universally acknowledged principles. At the same time, they reflect the fact that countries have diverse cultural and historical backgrounds, legal systems, and levels of economic development. Ratification is a formal procedure whereby a state accepts the convention as a legally binding instrument. Once it has ratified a convention, a country is subject to the ILO's regular supervisory system responsible for ensuring that the convention is applied.

Social partners: The employers' and workers' organizations which, along with governments, make up the tripartite National Constituents which serve as the membership base of the ILO at all levels.

Vulnerable groups: This term is understood by national constituents in the context of endorsing the DWCP 2019-2023 to include (i) women and men informal workers, migrant workers and young workers; (ii) persons with disability; (iii) women and men members of indigenous communities and other ethnic minorities; (iv) LGBTQI persons and (v) women and men living with HIV.



4. INTRODUCTION

The Cambodia Decent Work Country Programme (DWCP) 2019-2023 provides a framework for cooperation between the ILO, the Royal Government of Cambodia (RGC) and the social partners to contribute to the achievement of Cambodia's national development objectives by 2030. The DWCP is the 5th such document and builds on 50 years of Cambodian membership of the ILO. The DWCP will support implementation of the Rectangular Strategy IV, the National Strategic Development Plan 2019-2023 and the Cambodian Sustainable Development Goals (CSDGs). Priority will be placed in this context on implementation of SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

The DWCP describes the ILO support required to ensure measurable progress at the country level towards the goal of decent work for all women, men, youth and vulnerable groups. It reflects the constituents' commitment to promote this aim both individually and in cooperation with each other, including through development partnerships.

Underpinning the ILO's engagement are international labour conventions, resolutions and recommendations adopted jointly by governments, employers' organizations and workers' organizations through the International Labour Conference (ILC) and other international forums, and reflected in the ILO's biennial Programme and Budget documents. As of January 2019, Cambodia had ratified 13 international labour standards, including all eight fundamental Conventions and one governance Convention (refer Annex II for details).

Prominent among these is the landmark ILO Declaration on Social Justice for a Fair Globalization (2008). This affirms ILO values and the ILO's key role in helping to achieve progress and social justice in the context of globalization. The Declaration promotes decent work through a coordinated approach to achieving four strategic objectives: employment, social protection, social dialogue, and fundamental principles and rights at work. As reaffirmed in the 2016 resolution on Advancing Social Justice through Decent Work, gender equality and non-discrimination are cross-cutting components of the ILO's strategic objectives. At the regional level, key policy frameworks supporting the ILO's partnership with national constituents to promote decent work priorities in Cambodia include the Bali Declaration adopted by the 16th ILO Asia and the Pacific Regional Meeting, Bali, Indonesia, 6–9 December 2016 and the Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN (2016).

The United National Development Assistance Framework for Cambodia (UNDAF) 2019-2023 provides a further key framework for DWCP design and implementation. The UNDAF describes the joint work of participating United Nations (UN) agencies, funds and programmes of the UN Country Team (UNCT) in support of Cambodia's attainment of its national development priorities and objectives. The ILO is a Non-Resident member of the UNCT.

The formulation of the DWCP drew on a comprehensive process of tripartite consultation during 2018 and early 2019 led by the Cambodia Ministry of Labour and Vocational Training (MoLVT) and involving all relevant RGC ministries and agencies, employers' organizations and workers' organizations. Informing this process were a review of implementation and lessons from the DWCP period 2016-2018; and an analysis of the country context and trends.

National Constituents will work together to strengthen national ownership of DWCP initiatives and outcomes and to ensure long-term sustainability and impact. A key framework for such cooperation will be the tripartite Sub-Committee of the Inter-ministerial Committee for the National Employment Policy (IMC-NEP), which serves as the overarching DWCP governance mechanism in Cambodia. The DWCP Country Programme will be implemented, adjusted and updated as necessary in line with the Bali Declaration, constituent priorities and progress towards achievement of Cambodia's national development priorities in the context of the 2030 Sustainable Development Agenda.

The following document was endorsed by the national constituents in Phnom Penh on 28 March 2019.

5. DWCP ‘AT A GLANCE’

| DWCP contribution to achievement of Cambodia’s national development agenda | |
|--|---|
| 2030 | <p>Cambodia Vision 2030 and 2050 Global 2030 Agenda – Sustainable Development Goals (SDGs) Cambodia Sustainable Development Goals (CSDGs)</p> |
| 2023 | <p>Rectangular Strategy IV National Strategic Development Plan (NSDP) 2019-2023 United Nations Development Assistance Framework (UNDAF) 2019-2023</p> |
| 2023 | <p>Cambodia DWCP 2019-2023 Overarching goal: By 2030, all women, men and vulnerable groups in Cambodia will have access to sustainable, decent and productive work in the context of a formalizing and inclusive labour market, enhanced social dialogue and Cambodia’s achievement of upper-middle income status</p> <p>DWCP Priority 1: More women, men, youth and vulnerable groups in Cambodia have access to decent and productive work as a result of increased economic diversification, productivity, competitiveness and development of the digital economy</p> <p>Outcome 1.1: More women, men, youth and vulnerable groups in formal employment Outcome 1.2: More women, men, youth and vulnerable groups have improved competencies (skills, knowledge and behaviour) to meet labour market needs in the context of the 4th Industrial Revolution Outcome 1.3: Decent and productive employment increased through sustainable enterprise and entrepreneurship development</p> <p>DWCP Priority 2: More women, men, youth and vulnerable groups in Cambodia are in safe and healthy work and benefit from quality, effective, efficient and transparent social protection services</p> <p>Outcome 2.1: More women, men, youth and vulnerable groups in Cambodia have access to gradually expanded social protection benefits or service, particularly workers in the informal economy Outcome 2.2: Social protection system operates in a sustainable, transparent, coordinated, well-administered and equitable manner Outcome 2.3: More women, men, youth and vulnerable groups in Cambodia have access to safe and healthy working conditions</p> <p>DWCP Priority 3: Social dialogue, industrial relations and rights at work improved in line with international labour standards, including for migrant workers</p> <p>Outcome 3.1: Professional and technical capacities of social partners strengthened, with focus on social dialogue and national policy influence Outcome 3.2: Social dialogue, workplace cooperation, collective bargaining and disputes resolution strengthened and expanded at national, sectoral and enterprise levels, with increased women’s voice and representation Outcome 3.3: Women, men, youth and vulnerable groups enjoy full realization of rights at work</p> |
| 9 | <p>Cross-cutting Programme Implementation Outcome: More women, men, youth and vulnerable groups in Cambodia in decent work as result of (i) expanded DWCP partnerships and (ii) improved data, monitoring and reporting on the status of decent work in Cambodia, including on implementation of SDG 8 and other decent work components of the SDGs</p> |

Alignment of the DWCP to national and international frameworks

| Rectangular Strategy IV | 2030 Agenda for Sustainable Development ³ | UNDAF 2019-2023 | ILO Programme and Budget Outcomes (2018-2019) |
|--|--|---|---|
| <p>Rectangle 1: Human resource development, particularly “technical training, improving gender equity and social protection.”</p> <p>Rectangle 2: Economic diversification, particularly “preparation for the digital economy and Fourth Industrial Revolution.”</p> <p>Rectangle 3: Private sector and market development, particularly “job market development” and “promoting SMEs and entrepreneurship.”</p> <p>Rectangle 4: Inclusive and sustainable development, particularly “promotion of agriculture sector and rural development,” including strengthening the role of agriculture in generating jobs.</p> <p>Linked to the RS IV and NSDP 2019-2023 are the Cambodia Sustainable Development Goals (CSDGs) 2016-2030, which adapt the SDGs to the local context and include an additional goal on addressing the impact of UXOs and promoting victim assistance.</p> | <p>Goal 1: End poverty, reduce inequality, particularly: Target 1.3 on nationally appropriate social protection systems and measures for all.</p> <p>Goal 3: Ensure healthy lives and promote well-being for all at all ages, particularly: Target 3.9 on substantially reducing the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.</p> <p>Goal 4: Ensure quality education, promote lifelong learning, particularly: <u>Target 4.3</u> on ensuring equal access for all women and men to affordable and quality TVET and tertiary education, including university. <u>Target 4.4</u> on substantially increasing the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship. <u>Target 4.5</u> on eliminating gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.</p> <p>Goal 5: Gender equality, empower women and girls, particularly: <u>Target 5.1</u> on ending all forms of discrimination against all women and girls everywhere. <u>Target 5.2</u> on eliminating all forms of violence against all women and girls in the public and private spheres, including trafficking. <u>Target 5.4</u> on recognizing and valuing unpaid care and domestic work through (inter alia) social protection policies. <u>Target 5.5</u> on ensuring women’s full and effective participation and equal opportunities for leadership at all levels of decision-making.</p> | <p>Outcome 1: By 2023, women and men in Cambodia, in particular marginalized and vulnerable populations, have their basic (economic and social) needs addressed equitably as they benefit from and utilize expanded quality social services and social protection in a more resilient, fairer and sustainable society.</p> <p>Sub-Outcome 1.3: On sustainable increase and diversification of domestic resources for social services and social protection.</p> <p>Outcome 2: By 2023, women and men in Cambodia, in particular the marginalized and vulnerable, benefit from expanded opportunities for decent work and technological innovations; and participate in a growing, more productive and competitive economy, that is also fairer and environmentally sustainable.</p> <p>Sub-Outcome 2.1: On (i) decent work (waged and self-employed), protected by labour standards and with higher skills in a progressively formalizing labour market, and (ii) maintenance of high levels of employment.</p> <p>Sub-Outcome 2.2: On improved economic productivity and competitiveness, greater innovation and adoption of new technology and resilience to shocks.</p> <p>Sub-Outcome 2.3: On social norms, policies, laws and institutions promoting economic inclusion, especially of women, people with disabilities, women and men living in remote areas and the extreme poor.</p> <p>Outcome 4: By 2023, women and men, including the underrepresented, marginalized and vulnerable, benefit from more transparent and accountable</p> | <p>Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects.</p> <p>Outcome 2: Ratification/application of international labour standards.</p> <p>Outcome 3: Creating and extending social protection floors.</p> <p>Outcome 4: Promoting sustainable enterprises.</p> <p>Outcome 7: Promoting workplace compliance through labour inspection.</p> <p>Outcome 9: Promoting fair and effective labour migration policies.</p> <p>Outcome 10: Strong and representative employers’ & workers’ organisations.</p> |

³ Decent work is core to the following SDG Goals and Targets: Goal 1 (Targets 1.1, 1.3, and 1.a), Goal 4 (Target 4.3), Goal 5 (Target 5.5), Goal 8 (Targets 8.2, 8.3, 8.5 – 8.8, and 8.b), Goal 10 (Targets 10.4 and 10.7), Goal 14 (Target 14.c), and Goal 16 (Target 16.10).

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| | <p>Goal 8: Full and productive employment and decent work for all, particularly:</p> <p><u>Target 8.5</u> on full productive and decent work for all, including youth and persons with disabilities, and equal pay for work of equal value.</p> <p><u>Target 8.6</u> on substantially reducing the proportion of youth not in employment, education or training.</p> <p><u>Target 8.7</u> on immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour ... and by 2025 end child labour in all its forms.</p> <p><u>Target 8.8</u> on protection of labour rights and OSH, including migrant workers, particularly women migrants.</p> <p>Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation, particularly:</p> <p><u>Target 9.2</u> on small enterprise access to finance/credit and integration into value chains and markets.</p> <p><u>Target 9.3</u> on inclusive/ sustainable industrial development and increasing industry's share of employment and GDP.</p> <p>Goal 10: Reduce inequality within and among countries, particularly:</p> <p><u>Target 10.7</u> on orderly, safe, regular and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies.</p> <p>Goal 16: Peace, justice and strong institutions, particularly:</p> <p><u>Target 16.10</u> on public access to information and protection of fundamental freedoms, in accordance with national legislation and international agreements; <u>Target 16 (b)</u> Promote and enforce non-discriminatory laws and policies for sustainable development.</p> | <p>legislative and governance frameworks that ensure meaningful and informed participation in economic and social development and political processes.</p> <p>Sub-Outcome 4.1: On enjoyment of the human rights to participate, directly and through representative organizations, in public and civic affairs through collaborative decision-making processes and to monitor public programmes, seek accountability from democratic institutions, and access functional grievance mechanisms.</p> <p>Sub-Outcome 4.3: On laws and policies meeting international norms and standards; effective implementation of laws and policies; addressing the rights of the most vulnerable; and providing opportunities and secure democratic space for the exercise political rights, freedom of expression, association and assembly.</p> | |
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6. CAMBODIA'S NATIONAL DEVELOPMENT FRAMEWORK

6.1 Rectangular Strategy IV (RS IV)

Cambodia's development vision is set out in the Rectangular Strategy-Phase IV (the socio-economic policy agenda of the RGC) and the National Strategic Development Plan (NSDP) 2019-2023, which provides the roadmap for RS IV implementation. RS IV is grouped around a central focus on "acceleration of the governance reform," to which the DWCP emphasis on social dialogue and tripartite cooperation is strongly aligned. The RS IV central focus links outwards to four core priority areas, or Rectangles. Those of particular direct relevance to the next DWCP are listed in "DWCP at a Glance."

Linked to the RS IV and NSDP 2019-2023 are the Cambodia Sustainable Development Goals (CSDGs) 2016-2030, which adapt the SDGs to the local context and include an additional goal on addressing the impact of UXOs and promoting victim assistance. A number of laws, strategies, plans and Prakas support implementation of the RS IV and NSDP and are also of particular relevance to DWCP implementation. These include the Labour Law, the Trade Union Law, the Social Security Law, the Social Protection Law, the Law on Minimum Wage and national policies, strategies and plans in areas including industrial development and employment (refer below), green growth, social protection, TVET, OSH, child labour, development of the garment sector, climate change, digital economy, manufacturing skills standards and internships/apprenticeships.

Several tripartite institutional arrangements underpin this national legislative and policy framework. These include the Minimum Wage Council, the Arbitration Council, the Governing Body of the National Social Security Fund, the National Training Board (NTB), the 8th Working Group on Labour and Industrial Relations, the National Commission on Occupational Safety and Health and the National Committee for Monitoring Implementation of Ratified ILO Conventions.

Important guidance for DWCP implementation is also provided by the priorities set out in the current MoLVT Strategic Plan (2019-2023). These cover working conditions and industrial relations, TVET, job creation, social protection and good governance.

6.2 Industrial Development and National Employment Policies

The Industrial Development Policy (IDP) 2015–2025 and the National Employment Policy (NEP) 2015–2025 were developed through intensive consultations between government ministries and with other partners. Together they provide a key policy framework for the coming decade of national development and for ILO support.

The IDP aims to transform Cambodia's industrial structure from a low value-added, low-wage, and labour-intensive base to a skill-driven model by 2025, and sets out targets in the areas of labour market development, industrial relations, and skills and human resource development.

The NEP inter alia elaborates plans to achieve the following goals:

- more decent and productive employment opportunities, achieved in part by means of macroeconomic policy and sectoral development policies supporting decent/productive employment growth and formalization of informal businesses and employment;
- enhanced skills and human resource development in the areas of core employability skills, quality of and access to education and TVET, and alignment of education and TVET with labour markets; and
- improved labour market governance, including better quality and more accessible labour market information, employment services, and working conditions and labour protection, as well as improved industrial relations and wage-setting mechanisms, unemployment insurance, and protection for migrant workers.

4 In draft form at time of formulation of the DWCP 2019-2023

5 Drafting planned at time of formulation of the DWCP 2019-2023

6.3 2030 Development Agenda

The four pillars of the Decent Work Agenda – employment creation, social protection, rights at work, and social dialogue – are integral elements of the 2030 Agenda for Sustainable Development. Goal 8 of the 2030 Agenda calls for the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work, providing a key underpinning of engagement between the ILO and its constituents in Cambodia. The following SDG 8 targets are of particular relevance to DWCP implementation:

Target 8.2: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Target 8.7: Take immediate and effective measures to eradicate forced labour ... and secure the prohibition and elimination of the worst forms of child labour ... and by 2025 end child labour in all its forms.

Target 8.8: Protect labour rights and promote safe and secure working environments for all workers.

The Cambodia Sustainable Development Goals (CSDGs) Framework (2016-2030) provides a core reference in this context for DWCP design, implementation, monitoring and reporting. The CSDGs were approved by the Cambodian Council of Ministers in full Cabinet meeting on 19 November, 2018. The framework translates the SDGs into the Cambodian context, with locally-grounded indicators and targets and the addition of CSDG Goal 18: End the negative impact of Mine/ERW and promote victim assistance. The Prime Minister of the Kingdom of Cambodia, Samdech Akka Moha Sena Padei Techo Hun Sen, states in the Foreword that the CSDG Framework aims to “hardwire delivery of the goals within policymaking, planning, budgeting, implementation and monitoring. Underpinned by the Vision 2050, the CSDGs are fully embedded in the Government’s long-term agenda to deliver a prosperous, socially cohesive, educationally advanced, and culturally vibrant Cambodia, without poverty, and one where all Cambodians live in harmony.” (Phnom Penh, 21 December 2018).

6.4 UNDAF (2019-2023)

The United Nations Development Assistance Framework (UNDAF) 2019-2023 provides a further core element of the policy and international cooperation framework within which the DWCP will be implemented. Of particular relevance are UNDAF priorities (1) expanding economic and social opportunities; (2) promoting sustainable living (includes application of the ILO Just Transition Guidelines Towards Environmentally Sustainable Economies and Societies as a key tool for constituents and other agencies and organizations); (3) managing urbanization (includes creating decent jobs); and (4) strengthening accountability and participation (includes voice and representation in public decision making, with a focus inter alia on gender equality and persons with disability). Outcomes and sub-outcomes with which the DWCP particularly aligns are listed in “DWCP at a Glance.”

A significant consideration in this context is the current process of reform of the UN Development System (UNDS). This major reform will take place through significant adjustments in the work of the UN at both country level and regional level in relation to the organizational arrangements, skillsets, leadership, as well as the coordination and accountability mechanisms of the UN development system. The reform of the UNDS positions the UNDAF as the most important instrument for planning and implementation of UN development activities in each country, including Cambodia.⁶

6 UNCT (2018). United Nations Assistance Framework for Cambodia. Phnom Penh.



7. COUNTRY OVERVIEW

7.1 Economic progress provides foundations for Upper-Middle Income status

With a per capita Gross National Income (GNI) of US\$ 1,140 in 2016, Cambodia has been one of the 10 fastest-growing economies in the world over the past 20 years. A sustained average GDP growth rate of 7.6 per cent between 1994-2015⁸ catapulted Cambodia to becoming a Lower Middle-Income Country (LMIC) in 2015. World Bank projections indicate ongoing growth at similar levels as Cambodia looks towards attainment of Upper Middle Income status by 2030.⁹ The projected acceleration of economic growth until 2030 would see average incomes increase fourfold in that time.¹⁰

Cambodia ranks 143 out of 188 countries on the Human Development Index (HDI). From 0.357 in 1990, Cambodia's HDI rose to 0.563 in 2015 making it the 8th best performing country globally over this period. At the same time, Cambodia remains a Least Developed Country (LDC) under the United Nations and World Trade Organisation system which takes into account three broad criteria – Gross National Income (GNI) per capita, human assets and economic vulnerability. Cambodia is expected to graduate from LDC status by 2030.

The last decade has seen an acceleration of economic structural transformation in Cambodia. The contribution of agriculture to GDP has been shrinking, while that of industry has expanded. In 2016, agriculture's share of GDP declined to 20.6 per cent, down from about one-third a decade ago and below industry's share of 32.6 per cent in that year. As a result, the economy has become increasingly reliant on the industry and services sectors to absorb new entrants into the labour force and the ongoing migration from rural to urban areas, with approximately 270,000 new entrants to the labour market every year.¹¹ The factors driving job creation in Cambodia are thus shifting significantly. These are linked to broader trends including ASEAN integration, the emergence of digital and knowledge-based economies and the drive to smart and higher value-added production.¹²

At the same time, Cambodia's female dominated garment and footwear sectors remain the largest formal employment provider. Although overall numbers vary from year-to-year, the Cambodian garment export sector employs about 700,000 mainly female workers (750,000, if footwear and travel goods' workers are included). This accounts for approximately six percent of the country's total labour force. As a component of the global garment supply chain, the garment industry is also Cambodia's largest exporting industry—having grown from a US\$27 million industry in 1995 to exporting over US\$8 billion per year, and accounting for 74 percent of total country goods export. It is estimated that the garment industry contributes to 20 percent of total Cambodia's gross domestic product (GDP). One important factor in the growth of the garment sector has been access to the European market under the European Union 'Everything but Arms' (EBA) agreement, accounting for 46 percent of Cambodia's total garment exports in 2018. However in early 2019 the continuation of this arrangement was uncertain due to an EU decision to set in motion an 18-month process to withdraw the agreement due to concerns about the state of democracy and human rights in Cambodia. Such a move would potentially affect the prospects and livelihoods of the garment sector workforce, their families and communities.

7.2 The changing future of work opens new opportunities

The RS IV prioritizes the accelerated development of the digital economy in Cambodia, linked to overall high rates of mobile phone penetration and internet use. Cambodia aims to have transitioned into a predominantly digital economy by 2023, with key priorities in this regard including the development of digital literacy and skills as well as new services in areas such as mobile finances and e-commerce. Total broadband coverage in urban areas is expected by 2020, with at least 70 percent coverage in rural areas. The aim is for at least 80 percent of Cambodians to have internet access by 2021.¹³ Already, Cambodia is experiencing an upsurge of digital platform-based occupations (e.g tuk tuk drivers) and emerging digital start-ups.

7 MEF and ADB (2016). Cambodia's Macroeconomic Progress, A Journey of 25 Years, Ministry of Economy and Finance, https://www.mef.gov.kh/documents/shares/Macroeconomic_Progress_at_ADB.pdf.

8 The World Bank classification system defines LICs as those with a Gross National Income (GNI) per capita of less than USD 1,025, with LMIC status in the range of USD 1,026 – 4,035.

9 World Bank (April 2018). Cambodia Economic Outlook: Recent Economic Developments and Outlook. World Bank Group, Phnom Penh
UN Country Team, Cambodia (2018). Common Country Assessment, 2019-2023. Phnom Penh

11 UNited For Youth Employment in Cambodia. (August, 2017) United Nations Joint Programme Document, Phnom Penh

12 World Bank (April 2018). Cambodia Economic Outlook: Recent Economic Developments and Outlook. World Bank Group, Phnom Penh

An ILO study (2017) of the implications of the 4th Industrial Revolution for decent work in Cambodia¹⁴ estimates that over the next two decades, 57 percent of the Cambodian workforce (over 4 million workers) face a high likelihood of automation affecting their jobs. Technological advances are likely to significantly affect specific groups within the workforce, including low-skilled workers, women, youth and less educated workers. Sectors likely to be particularly affected are construction workers (87 percent), retail workers (81 percent) and the garment workers (88 percent). The latter two sectors are particularly female intensive, with women accounting for about 85 percent of garment sector workers and highly concentrated in low-value micro-retail enterprises.

While posing challenges to existing work arrangements and prospects, with significant gender implications, the digital revolution offers important opportunities to create new job opportunities in emerging sectors. Climate-change sensitive occupations such as skilled agricultural, forestry and fishery work which accounted for the majority of jobs in the past decade are no longer likely to be those which drive future growth. Opportunities will likewise emerge to increase the availability of green/sustainable jobs and to improve workplace safety, labour productivity, and overall product quality, as digitally-based approaches progressively take over dangerous and manual tasks performed by low-skilled workers.

However, ensuring that the potential benefits of these trends are maximized for employers, women and men workers and the overall economy requires a concerted prioritization of economic diversification in line with the IDP, accelerated skills development and expanded decent work creation. According to the ILO study, one of five Cambodian employers highlighted the lack of digital skills as the second largest barrier to embracing and upgrading technologies in the workplace, compared to one in eight for ASEAN as a whole. The cost of fixed capital costs was cited as the principal barrier.

7.3 Opportunities for green job creation in response to climate change risks

According to the World Risk Report, Cambodia has a high World Risk Index score. It ranks ninth (out of 171 countries) because of its very high exposure to natural hazards and limited adaptive capacity to respond. According to the Emergency Events Database, there was a substantial increase in natural disasters and associated damage costs between the 1980s and the 2010s, particularly floods, tropical cyclones and droughts which resulted in more than 1,500 deaths in that period. Climate change projections anticipate an increased rate and severity of such events, along with a long-term impact on agricultural production patterns and national infrastructure. At the same time, Cambodia ranks 146 out of 180 countries in the Environmental Performance Index (EPI), with a score of 51.2 (with 0 furthest from the high-performance benchmark target of 100). Room is shown for significant improvement in most environmental categories, especially in environmental health (including air quality, water and sanitation) and in ecosystem vitality (in water resources, forests and fisheries).¹⁵

A key element of adaptive and mitigation actions in the face of such risks is the promotion and creation of environmentally sustainable enterprises and employment. For example, developing preventive measures to limit infrastructure and property damage and increase institutional capacity, particularly for small businesses to respond to climate events, can be a source of decent job creation while building resilience. Actions to improve environmental health, ecosystem vitality and resilience to climate change-related natural disasters all have the potential to provide green jobs, green economy growth and innovation. Likewise there are considerable opportunities for job creation for sustainable agricultural production and organic farming. Eco-tourism; sustainable water, sanitation and waste management services; and sustainable energy production also offer future potential for green job creation.¹⁶

National commitments in this respect to which the DWCP aligns include Rectangle 4 on Inclusive and Sustainable development in the Rectangular Strategy IV; Cambodia's Nationally Determined Contribution (NDC) under the Paris Agreement on Climate Change; and the National Strategic Plan on Green Growth 2013-2030. The latter provides a key platform for progress toward a green economy including the efficient use of natural resources, environmental sustainability, green jobs, green technology and economic reform, with a focus on mechanisms such as green tax, green finance, green credit, green microfinance and green investment. Further important guidance for policy development and planning in this context is provided by the ILO Just Transition Guidelines Towards Environmentally Sustainable Economies and Societies for All (see separate reference for elaboration).

13 Sorgner, Alina., Mayne, Gloria., Mariscal, Judith., and Aneja, Urvashi. (July 24, 2018). Bridging the Gender Digital Gap. Accessed at https://www.g20-insights.org/policy_briefs/bridging-the-gender-digital-gap/

14 Kan Channmeta, Secretary of State, Ministry of Posts and Telecommunications (7 March, 2018), Phnom Penh

15 ILO (2017). Cambodia Country Brief: ASEAN in Transformation. How Technology is Changing Jobs and Enterprises. ILO ACT/EMP, Geneva

16 ILO (2017). Cambodia Employment and Environmental Sustainability Fact Sheets 2017

7.4 Population dynamics provide basis for ‘demographic dividend’

Cambodia’s working age population (age 15-64) is growing faster than the overall population, 2.4 percent compared to 1.9 percent from 2007-2015, freeing-up resources for investment and family income growth.¹⁷ The resulting “demographic dividend” is highlighted by the RS IV as one of the major opportunities for the country progressing its long-term development objectives.¹⁸ The RS IV states that Cambodia’s low dependency rate along with a growing middle class will create favourable conditions for Cambodia to achieve sustained high economic growth for next three decades. However, maximizing the benefits of the demographic dividend will require significant acceleration of economic diversification, decent work creation in emerging sectors of the economy and workforce skills development.

In the longer term, the working age population is expected to gain six percentage points and older persons about eight percentage points in the coming 40 years. The main effect will be felt in the dependency ratios. Overall and youth dependency are expected to come down from present levels, while old age dependency is likely to increase. This increase will be more pronounced from 2018 onwards and the momentum will accelerate thereafter. Cambodia will therefore need to address two long term challenges simultaneously: to cater to youth and to start planning to meet the growing needs of older persons.¹⁹

7.5 Poverty falling, but challenges remain

Cambodia has seen significant reductions in poverty levels in the last decade. By 2014, Cambodia’s poverty rate was 13.5 percent - down from 47.8 per cent in 2007, lifting four million people out of poverty. More than 60 per cent of poverty reduction was a result of positive developments in the agriculture sector. The poverty headcount ratio is estimated to have fallen further to 9.5 per cent in 2018. Income inequality has come down as indicated by the trends in the Gini coefficient, which improved from 0.41 in 2007 to 0.29 in 2014.

The diversification of income sources since 2007, underpinned by economic and structural transformation, has contributed to rising wage and salary income at the expense of self-employment. In 2015, as much as half of rural household income was from wages and salaries, compared to only 30 percent a decade ago.²¹ Remittances from migrant workers remain an important source of income for rural households, with the percentage of households receiving domestic remittance increasing from 11 per cent in 2004 to 33 percent in 2014.²²

At the same time, 13.5 percent of the population still lived below the national poverty line in 2014. In addition, close to 4.5 million – 28 per cent of the population – remained ‘near-poor’ – as they were able to escape poverty only by a small margin. Both the poor and the near poor remain highly vulnerable to the effects of economic, natural and other shocks.²³

7.6 Labour market participation high, but particular challenges for women and youth

Cambodia’s labour force participation rate is high by global standards and unemployment is low, with 0.2 percent of women and 0.3 percent of men unemployed in 2018, according to the ILO World Employment and Social Outlook.²⁴ Disparities in female and male labour force participation rates continue however, with the female rate in 2018 at 81.2 percent compared with 88.7 percent for men.²⁵ Women workers are particularly concentrated in the services sector, including retail (49 percent), with 25 percent in industry (especially in the garment and footwear sectors). The proportion of women in agriculture has declined steadily from 83 percent in 1991 to about 25 percent in 2018,²⁶ with a high concentration in non-farm household enterprises.²⁷

17 ILO (2017). Cambodia Employment and Environmental Sustainability Fact Sheets 2017

18 Ibid

19 World Bank (April 2018). Cambodia Economic Outlook: Recent Economic Developments and Outlook. World Bank Group, Phnom Penh
The demographic dividend is the accelerated economic growth that may result from a decline in a country’s birth and death rates and the subsequent change in the age structure of the population. With fewer births each year, a country’s young dependent population declines in relation to the working-age population. With fewer people to support, a country has a window of opportunity for rapid economic growth if the right social and economic policies are developed and investments made: ILO Fact Sheet: Attaining the Demographic Dividend.
Accessed 30/12/2018 at <https://www.prb.org/demographic-dividend-factsheet/>

20 UN Country Team, Cambodia (2018). Common Country Assessment, 2019-2023. Phnom Penh

21 World Bank (2015). “Cambodian Agriculture in Transition: Opportunities and Risks.” from <http://www.worldbank.org/en/news/feature/2015/08/19/cambodian-agriculture-in-transition-opportunities-and-risks>.

Women run 65 percent of all businesses in Cambodia, primarily concentrated at the micro level in the wholesale and retail trade and services sector. Their business are on average smaller and less profitable than businesses run by men and are more likely to be in the informal sector, with only 1.7 percent registered compared with 6.6 percent for male-run businesses. Major constraints include a lack of access to infrastructure (such as roads and electricity), (ii) cultural biases that lead to discrimination and do not value women as businesspeople, and (iii) an inability to access finance (especially long-term finance) as a result of limited collateral and low levels of formal education.²⁸

Results from Cambodia's regular socio-economic surveys indicate that a much higher proportion of the female labour force (15-64 years) has "none" or only some education" compared to their male counterparts.²⁹ Women are furthermore underrepresented at managerial and technical levels³⁰ and research suggests there is an adjusted net wage gap in the formal sector of around 20 per cent.³¹ Additionally, women bear significant unpaid care responsibilities, carrying 91.3 percent of unpaid care responsibilities compared with 8.7 percent for men. In actual time terms, this amounts to an average of 188 minutes per day for women and 18 minutes per day for men.³²

Cambodia's "youth bulge" is also a significant factor in the labour market (refer Section 7.4), with an estimated 164,000 new entrants joining the workforce annually.³³ However, while youth aged 15-29 years old make up about 43 percent of the total working age population, only 31 percent have appropriate qualifications. Growing unemployment among educated urban youth is a further emerging issue, one that, if not addressed, could become a socially and politically destabilizing force.³⁴ Youth moreover make up about 79 per cent of migrants (both within the country and abroad). Often unskilled and without proper legal identification and protection, they are particularly at risk of abuse, discrimination and social exclusion.³⁵

As economic structural transformation accelerates in Cambodia and the economy shifts from agriculture to industry and services, mostly low-value jobs are being added.³⁶ Two-thirds of new jobs are in hospitality and other services, not necessarily in areas that stimulate greater productivity and prosperity.³⁷ Despite this shift in the economy however, Cambodia remains an agrarian economy, with more than 80 percent of the population living in rural areas and the agriculture sector remaining an important source of economic growth and jobs.³⁸ The overall jobs picture in Cambodia shows at least 4.2 million in farming (one third of all jobs) and nonfarm household enterprises (18 percent), while 3.3 million people are engaged in wage-employment. Of the latter, about one third work in foreign firms.

The structure of the growing Cambodian private sector is characterized by what is often called a "missing middle," with 80 percent of enterprises micro or small, employing less than ten employees and making-up as much as half of private sector employment, while less than a fifth are large firms which employ more than 100 employees.³⁹ Recognizing that SMEs remain the backbone of the economy and are a major source of growth and jobs, the RGC has announced a series of support initiatives to promote their competitiveness and production capacity. These include incentives for priority sectors, innovative research, ICT development, environmental protection and the development of SME clusters; tax incentives for 3-5 years; customs incentives; the creation of an SME Bank in 2019; the formulation of a policy package for SME promotion; and the establishment of an Entrepreneurial Fund and Techno New Business Training Centre.⁴⁰

22 World Bank (April 2018). Cambodia Economic Outlook: Recent Economic Developments and Outlook. World Bank Group, Phnom Penh

23 Ibid.

24 ADB (2014). Cambodia: Country poverty analysis 2014, Asian Development Bank: <https://www.adb.org/sites/default/files/institutional-document/151706/cambodia-country-poverty-analysis-2014.pdf>.

25 UN Country Team, Cambodia (2018). Common Country Assessment, 2019-2023. Phnom Penh

25 ILO (2018). World Employment and Social Outlook. Accessed at <https://www.ilo.org/wesodata>

26 Ibid

27 Ibid

28 UN Country Team, Cambodia (2018). Common Country Assessment, 2019-2023. Phnom Penh

29 Asian Development Bank (2015). Promoting Women's Economic Empowerment in Cambodia. ADB, Manila

30 World Bank (April 2018). Cambodia Economic Outlook: Recent Economic Developments and Outlook. World Bank Group, Phnom Penh

31 UNCT (2018). United Nations Assistance Framework for Cambodia. Phnom Penh

32 CDRI paper on labour market wage gap paper see: <https://cdri.org.kh/portfolio-item/greater-mekong-sub-region-research-network-gmsnet/>

33 World Bank (April 2018). Cambodia Economic Outlook: Recent Economic Developments and Outlook. World Bank Group, Phnom Penh

34 UN Country Team, Cambodia (2018). Common Country Assessment, 2019-2023. Phnom Penh

35 Ibid

36 World Bank (April 2018). Cambodia Economic Outlook: Recent Economic Developments and Outlook. World Bank Group, Phnom Penh

37 Ibid

38 Ibid

39 Ibid

40 Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia. (29 March 2019). Keynote address to 18th Government-Private Sector Forum. Peace Palace, Phnom Penh.



7.7 High levels of workforce informality and vulnerability persist

Underpinning Cambodia's workforce profile are systemically high levels of informality and vulnerability. The ILO World Employment and Social Outlook for 2018 showed that 57 percent of women and 45 percent of men were in vulnerable employment,⁴¹ with a high proportion (especially women) as own-account workers or contributing family workers.⁴² Work in formal enterprises accounts for less than 20 percent of employment and only 3.4 percent of establishments.⁴³ It should be further noted that almost 20 percent of informal employment takes place in enterprises that are formal, often related to issues of compliance with labour standards within the enterprise concerned.

A recent UN study on multi-faceted vulnerability in Cambodia showed that despite a nearly a six-fold increase in per capita incomes over the last decade or so, several categories of people remain particularly vulnerable. Women and girls in each case face more severe vulnerabilities and associated risks.⁴⁴ The study noted that the most disadvantaged groups facing high levels of insecurity in their daily lives, including in the workplace, are:

- **Informal sector and migrant workers** (both rural / urban migrants within Cambodia and Cambodia migrants in other countries): They are more likely to suffer poor working conditions, rights violations and vulnerability than are formal workers. With low skill levels and unstable employment situations, such workers are not properly protected by laws and social protection measures.
- **Indigenous communities and other ethnic minorities:** Indigenous communities in the highland areas are poorer than other sections of the population, with limited access to health and education services. Their livelihoods and land rights are vulnerable to economic land and mining concessions, hydropower dam development, land grabbing, deforestation, illegal logging and in-migration to the highlands.
- **Persons with disability:** Persons with disability experience a higher rate of poverty, illness, and injuries than persons without disabilities. Educational achievements are also significantly lower for the disabled population, affecting their employment opportunities and security. Women with disabilities are 19.37 percent less likely to be in the workforce than the average of the population as a whole, while the rate for men is 8.36 points lower.⁴⁵
- **The LGBTIQ Community:** Sexual minorities are another vulnerable group that suffers extensive social exclusion and human rights abuse, including within the workplace and with respect to job opportunities.

To these groups can be added young workers (under age of 18). The decent work prospects of young people are affected by the high level of vulnerability in the economy; they are up to three times more likely to be unemployed than adults; young women find it harder than young men to reach higher levels of education; and high levels of youth internal and international migration for unskilled work, often without proper legal identification and protection, exposes them to risk of abuse and discrimination at the workplace, as well as social exclusion in general.⁴⁶

Vulnerability in Cambodia is reinforced structurally by the narrow base of the economy, which remains dependent on the garment export sector, tourism, rice and construction, with export markets falling within a narrow range. This reliance enhances Cambodia's vulnerability to shocks, with limited capacity to diversify industrial production and move out of its low-wage, low-productivity growth model. The Industrial Development Policy (IDP), launched in 2015, is of critical importance in addressing these structural limitations to long term sustainable and inclusive growth.

7.8 Harnessing international labour migration for benefit of all

Labour migration remains a key driver of economic and social development within Cambodia. With a young and expanding labour force, many Cambodians move abroad in search of decent work to support themselves and their families. According to a survey conducted by the ILO and IOM in 2017, migration provides an opportunity for well over 1 million Cambodian workers to earn higher wages than are currently available at home and to send remittances back to family members. Likewise, migration provides access to valuable technical and soft skills which can be drawn upon when workers return home.⁴⁷

41 ILO (2018). World Employment and Social Outlook. Accessed at <https://www.ilo.org/wesodat>

42 UN Country Team, Cambodia (2018). Common Country Assessment, 2019-2023. Phnom Penh43Ibid

43 Ibid

44 Ibid

45 Ministry of Women's Affairs of Cambodia (2014). Policy Brief 9 RIGHTS: Vulnerable groups of women and girls. Cambodia gender assessment. Accessed at www.mowa.gov.kh

46 UNited For Youth Employment in Cambodia. (August, 2017) United Nations Joint Programme Document, Phnom Penh

47 This section draws primarily on the Policy on Labour Migration for Cambodia 2019-2023. This in turn draws on the findings of a survey conducted by the ILO and IOM in 2017 on Cambodian international labour migration.

Thailand remains the most popular destination for Cambodian migrant workers, followed by the Republic of Korea, Japan and Malaysia. The most common occupations in Thailand for Cambodian migrant workers are fishing, agriculture, livestock, construction, manufacturing and service sectors, including domestic work. However, due to the high demand for cheap labour and high costs, long duration and complexity of formal migration channels, many Cambodian migrant workers are forced to migrate through irregular channels. Migrant workers are often employed in undervalued work, and do not receive the minimum wage or the labour rights they are entitled to under domestic and international laws. Long hours and highly demanding conditions are common.⁴⁸ The Cambodian migrant workers complaints mechanisms received 490 complaints in 2017 (on behalf of 1,430 persons, 37 percent of whom were women). The most common complaints were delays in deployment/jobs not provided (61 percent) and passports not provided (56 percent). The most common remedy was the return of documents.

Women migrant workers face additional challenges in finding decent work opportunities, and safe and legal migration options. The type of work available to women migrant workers often pays less and affords fewer legal protections than opportunities available to men. The ILO/IOM survey found a major wage gap, with Cambodian women earning 21 per cent less than Cambodian men. The inequality in treatment and opportunities reflects the undervaluing of the sectors and occupations that are traditionally viewed as women's work, for example domestic work, but also highlights the discriminatory practices in sectors that hire both women and men. Women migrants furthermore face greater risks of human trafficking, sexual exploitation, HIV and abuse.⁴⁹

7.9 Technical and vocational skills – key to seizing new opportunities

A skilled labour force is critical to efforts to boost productivity growth and compensate for rapidly rising real wages, while underpinning ongoing structural transformation in the context of the 4th Industrial Revolution. The National Policy Framework for TVET 2017-2025 aims to address the skill gaps which hold back the transition envisaged by the IDP to a higher-value added economy, underpinned by the RGC's strategic goal to ensure that "each individual youth specializes in at least one skill in life."

The constraints caused by low skill levels in the Cambodian workforce are highlighted by employers as the second most severe obstacle for the operation of manufacturing enterprises, according to the 2016 World Bank Group Enterprise survey. The level of job-skill mismatch is high, with only 31 percent of youth in Cambodia in jobs that match their qualifications. Under-qualification is most severe in the industry sector, with 64 percent of youth under-qualified for the jobs available.⁵⁰ The potential of TVET is vastly underutilized. Out of the 250,000 post-secondary graduates in 2014, only three percent are from technical and vocational fields such as agriculture, science and engineering. Under-qualification also affects more women than men. Some vocational training is available to women in fields such as sewing, cooking, hospitality and mechanics, but it has little impact on female empowerment.⁵¹

TVET does not stand alone, but is part of a wider national educational system, including at primary and secondary levels. Deficiencies in the overall quality of education affect the impact of TVET programmes in later life, with some 8 million workers in 2018 having low starting points in terms of educational attainment. It can take more than a generation for improvements in the education system as a whole to shift the skills profile of the labour force.⁵² Skills constraints are likely to intensify as Cambodia moves towards more "knowledge" economy jobs, with a growing demand for digital literacy as well as soft skills in areas including leadership, team work, problem-solving, entrepreneurship, management and other languages.⁵³ The introduction of hazard, risk and prevention concepts in school curricula and educational systems in general (prevention through education) further provides as an effective means to build a preventative safety and health workplace culture in line with the Decent Work Agenda.

Although there is a national policy, institutional, qualifications and competency standards architecture in place for TVET, inadequate coordination between different parts of the system remains an issue. The challenges are compounded by the relative lack as yet of private sector engagement in skills development (formal and informal). The percentage of firms offering formal training for employees is well below East Asia and Pacific averages,⁵⁴ highlighting an urgent need for attention in this area including through the establishment of Sector Skills Councils and public/private partnership (PPP) approaches for TVET. Also critical to the lifting of the skills level of the workforce is the need for continued improvements in labour market information on needs and trends (including more regular Labour Force Surveys), as well as strengthened and expanded services (government and private) to link job-seeker skills with labour market needs.

48 Ibid

49 Ibid

50 UN Country Team, Cambodia (2018). Common Country Assessment, 2019-2023. Phnom Penh

51 Ibid

52 World Bank (April 2018). Cambodia Economic Outlook: Recent Economic Developments and Outlook. World Bank Group, Phnom Penh

53 Ibid

7.10 Gender equality – maintaining the momentum

Gender equality and the empowerment of women and girls are essential to the achievement of the SDGs, both as a stand-alone objective and as a key enabler of sustainable development. Cambodia is a signatory to international human rights conventions that address women’s human rights, including the Convention for the Elimination of all forms of Discrimination against Women (CEDAW) and its Optional Protocol. Cambodia has furthermore ratified ILO Conventions C100 (Equal Remuneration, 1951) and C111 (Discrimination, Employment and Occupation, 1958).⁵⁵ Gender equality is enshrined in Cambodia’s constitution and features prominently in national policies and strategies, underpinned by Neary Rattanak IV, the five-year strategic plan (2014 – 2018) for Gender Equality and the Empowerment of Women in Cambodia. The finalization and implementation of Neary Rattanak V is prioritized by the RS IV in 2019.

Cambodian women have made significant progress along many dimensions of human development but Cambodia remained ranked 99th out of 144 countries in the 2017 Gender Gap report, with a score of 0.676, placing it 11th out of 18 countries in the Asia-Pacific region¹. This reflects limited progress in reducing gender gaps in political representation, leadership roles and economic opportunity despite the significant progress in relation to reducing gender gaps in education and health.⁵⁶

Women and men face different constraints in obtaining decent work, but Cambodian women remain considerably disadvantaged in comparison to men as indicated previously (refer Section 7.6), with a lower labour force participation rate; occupational concentration in low value and low skill sectors; less access to managerial roles; and lower wage and salary levels for work of equal value than men. Maternity rights and protection are a particular issue in the garment sector, with cases continuing to be reported of illegal discriminatory actions by employers, including job termination under short-term work contracts. Beyond the workplace, women furthermore have restricted access to ownership of assets such as land,⁵⁷ with opportunities additionally constrained by lower levels of literacy (85.1 percent among males to 70.9 percent among females)⁵⁸ and total years of schooling compared to men (mean years of schooling for men 5.6 years and women 3.8 years)⁵⁹.

Values and norms related to gender roles and women’s position in society are changing, particularly in urban areas. However, women continue to carry the major burden of unpaid care work (refer Section 7.6) and gender-based violence remains systemic, with one in five women experiencing physical or sexual violence from an intimate partner⁶⁰. As indicated by data produced by the annual reports of the ILO Better Factories Cambodia (BFC) programme, sexual harassment remains an important but under-reported issue in the workplace.⁶¹ Discrimination against LGBTQI persons is another dimension of gender inequality, including in the workplace. LGBTQI persons in Cambodia do not face specific legal prohibitions, but there are also no specific legal or normative protections for their rights.⁶²

7.11 Tripartite architecture and industrial relations – foundations for social dialogue

The Labour Law and Trade Union Law are the two core legislative instruments underpinning industrial relations and the upholding of international labour standards in Cambodia. The Labour Law has undergone periodic revisions since 1997, including in 2018 to address compensation for workers following factory closures and regularity of salary payments. Revisions to the Trade Union Law (2016) were under consideration by the Ministry of Labour and Vocational Training in 2018 in response to the concerns of unions and other stakeholders on difficulties in obtaining registration and most representative status (MRS) status, as well as on the protection of union leaders and members.

Ratification of international labour standards: Cambodia has ratified 13 international labour standards, including all eight fundamental Conventions and one governance Convention (the Employment Policy Convention, 1964, No. 122). Ratification of Convention 189 on domestic workers will be under consideration during the DWCP period. If ratified, this would be the first such decision taken since 1999. Cambodia’s ratification details are set out in Annex II.

While the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) has noted progress made in the implementation of conventions ratified by the Cambodia in recent years, in 2019 Cambodia had 11 pending comments on the application of ratified conventions which were adopted in 2017 by the CEACR. In addition, one case on freedom of association remained under examination by another ILO supervisory body, the Committee on Freedom of Association (CFA).

54 World Bank (April 2018). Cambodia Economic Outlook: Recent Economic Developments and Outlook. World Bank Group, Phnom Penh

55 Refer to “Glossary of Terms and Definitions” for further detail on International Labour Conventions on gender equality

56 UN Country Team, Cambodia (2018). Common Country Assessment, 2019-2023. Phnom Penh

57 Asian Development Bank. Country Partnership Strategy: Cambodia, 2014–2018. Gender Analysis. Accessed at <https://www.adb.org/sites/default/files/linked-documents/cps-cam-2014-2018-ga.pdf>

58 UNESCO. Accessed at www.unesco.org/new/en/phnompenh/education/learning-throughout-life/literacy/

59 UNDP. (2018). Human Development Indices and Indicators: 2018 Statistical Update. Briefing note for countries on the 2018 Statistical Update: Cambodia. UNDP, Phnom Penh

60 UN Country Team, Cambodia (2018). Common Country Assessment, 2019-2023. Phnom Penh

61 Better Factories Cambodia (2018). Annual Report 2018: An Industry and Compliance Review. ILO and IFC, Geneva

62 UN Country Team, Cambodia (2018). Common Country Assessment, 2019-2023. Phnom Penh

The conventions requiring improved application included the Forced Labour Convention (C.29), with respect to sex trafficking from Viet Nam and high levels of internal trafficking; the Abolition of Forced Labour Convention (No. 105); and the Freedom of Association Convention (C.87). With respect to the latter, the CEACR noted the report of an ILO direct contacts mission that visited Cambodia in March 2017, following a request by the ILO Conference Committee on the Application of Standards (CAS) in June 2016. A number of issues and concerns with respect to implementation of Convention No. 87 were highlighted by the mission, as a result of which a Roadmap has been agreed by the tripartite constituents to strengthen monitoring and application. The Right to Organise and Collective Bargaining Convention (No. 98) has also been a focus of CEACR attention. In 2017, the CEACR noted the Government's commitment to address cases of anti-union discrimination in a collaborative manner within the framework of the new Law on Trade Unions and awaited full information on developments towards resolution, including on the outcome of judicial or administrative proceedings.

National tripartite architecture: The peak tripartite body in Cambodia is the Labour Advisory Committee (LAC). The committee considers labour and employment related issues, gives advice on the scope of collective bargaining agreements and until recently formulated recommendations for the minimum wage, a role which has now been transferred to the National Minimum Wage Council.⁶³ Other key tripartite organs include the Arbitration Council (see below), the Governing Body of the National Social Security Fund, the National Commission on Occupational Safety and Health, the National Training Board (NTB), the 8th Working Group on Labour and Industrial Relations and the National Committee for Monitoring Implementation of Ratified ILO Conventions.

Labour market institutions: Strong economic growth has been accompanied by the vibrant but fragile development of labour market institutions. Key issues in this context include rights to freedom of association (FoA) as indicated above, and collective bargaining, particularly within the garment sector. Individual and collective labour disputes are regulated by the Labour Law. The point of recourse for an individual dispute is the labour inspectorate. Collective disputes can be considered by a Conciliator, but if that fails the dispute is arbitrated either by procedures set out in the collective agreement or by the Arbitration Council.

The ILO played an instrumental role in the establishment of the Arbitration Council (and the supporting Arbitration Council Foundation), which was formalized in 2003 as an independent state sanctioned component of Cambodia's industrial disputes resolution architecture. The council is widely respected for its effectiveness, transparency and credibility. A key factor in the development of the Council was the signing of the first garment sector MOU in 2001 between the RGC, the Garment Manufacturers Association in Cambodia (GMAC) and the ILO, which has provided the basis for the operation of the ILO Better Factories Cambodia (BFC) programme. A central element of the MOU was an agreement to binding arbitration by employers on rights disputes, in exchange for agreement to abide by lawful strike procedures by unions. The MOU was most recently updated as a basis for the ongoing operation of BFC on 8 November, 2016.

Employers' and workers' organizations: Both employers' and workers' organizations have grown from a virtually zero base in the early 1990s to increasingly more representative organizations with a greater capacity to advance and protect the interests of their members. The apex national employers' body is the Cambodian Federation of Employers and Business Associations (CAMFEBA), which is steadily increasing its membership and capacity to engage in national policy dialogue through evidence-based advocacy. Covering the country's largest formal sector, the Garment Manufacturers Association in Cambodia is a major player within CAMFEBA.

Workers' organizations have proliferated in Cambodia, but demonstrate mixed capacities and degrees of independence and representativeness. Despite a high level of union density in the garment and footwear sector, upwards of 70 percent, the trade union movement remains divided by political affiliation and other factors. In addition to the high profile garment and footwear sectors, workers' organizations have been established in construction, hotels, food processing, transportation, airports and various services. Associations have also emerged to strengthen collective voice and mutual support in areas such as tuk tuk driving.

Collective bargaining: The number of collective bargaining agreements (CBA) in Cambodia remains limited; moreover, most agreements recorded as CBAs are adopted in the course of resolving a specific dispute. Collective bargaining is practised by some larger hotels, garment factories, and service enterprises, but generally remains rare in most sectors. Comprehensive collective agreements are still uncommon, although a sector-wide collective bargaining approach under negotiation in the garment sector during 2018-2019 has signalled a potentially important shift in this regard.

63 Chapter XV of the Cambodia Labour Law specifies the LAC role as "studying problems relating to labour, the employment of workers, wages, vocational training, the mobility of the labour force in the country, migration, the improvement of the material and moral conditions of workers and matters of labour health and safety."

7.12 Social protection – cornerstone for decent work

The National Social Protection Policy Framework (NSPPF, 2016-2025) provides overarching guidance for contributory and non-contributory (tax-funded) social security in Cambodia. The NSPPF brings together all social protection schemes under one policy document, with oversight provided by the inter-ministry National Social Protection Council. This body does not currently include representation from employers' and workers' organizations. Social assistance covers about 10-15 percent of the population and includes vocational training programmes, specifically for youth from poor and vulnerable households, as well as cash transfers for persons with disability. Social Insurance has the following main components: (i) health insurance, (ii) employment injury, (iii) sickness and maternity benefits, and (iv) disability.

A draft Social Security law is under development and will support the overarching social protection framework. There was a significant boost in government financial commitments to social protection expansion in 2018, including new initiatives related to the rights of pregnant workers. The establishment of a pension scheme for private sector workers is planned in 2019. However, social protection provision remains highly fragmented,⁶⁴ receives only a small proportion of current government expenditure, and is based on a system that currently presents a bias toward workers in the formal economy. The low coverage among the vast majority of workers who are in informal employment leaves them extremely vulnerable to lifecycle shocks and economic downturns. The fiscal system can leave them worse off once the burden of a regressive indirect taxation system is taken into account⁶⁵. The largest social protection scheme in terms of coverage is the system of Health Equity Funds (HEF), which provides access to healthcare and other benefits to 3 million mostly poor individuals. However, a majority of the population still lacks financial protection for healthcare. Out-of-pocket expenditure is high by regional and global standards, and there are significant levels of catastrophic and impoverishing expenditure.⁶⁶

The distribution of social protection public expenditure is a reason for concern in this context, with non-contributory pension arrangements for civil servants and the military already absorbing a large and growing proportion of the social protection budget. Implementing contributions for public servants is an important and urgent first step towards a sustainable pension system that covers the entire workforce, as envisaged by the NSPPF. To ensure that the system is equitable, the provision of a pension through tax funded benefits for private sector workers is essential, including for those with irregular careers and less contributory capacity.

7.13 Occupational safety and health (OSH) undermined by data gaps and low compliance

While reliable information on occupational accidents and diseases and outcomes for affected workers is not yet comprehensively available, the available evidence points to ongoing serious issues to be addressed, including in the garment, footwear and construction sectors where ILO engagement has been prioritized. In the garment and footwear sectors for example, OSH accounts for the largest cluster of compliance points under the ILO Better Factories Cambodia factory monitoring programme, covering a total number of 60 compliance questions. The 2018 BFC annual report indicates that OSH non-compliance levels remain high and are often the result of a lack of proper policies, procedures and division of roles and responsibilities at enterprise level. This suggestion is supported by the analysis in this report that links factories' performance on legal OSH matters to the quality of their OSH management systems. The better factories do on their OSH management systems, the lower their non-compliance.⁶⁷

More generally, where OSH regulations, information, and guidelines do exist, they are often unavailable or difficult to access, while labour inspection services still lack the necessary capacities and are often denied access to workplaces. The 2nd OSH Master Plan provides a basis for progress in this regard, although tripartite and bipartite arrangements set up to promote OSH at national and enterprise levels require ongoing strengthening. The development of a comprehensive national OSH legal and policy framework is a priority in the current DWCP period, linked to International Labour Conventions C.155, C.187, P.155 and C.167 and supported by the development of a second National OSH Profile and national asbestos profile with time-bound targets and indicators, along with the strengthening of the national labour inspection service. A commitment to the long-term ratification and implementation of the relevant conventions would add weight efforts to improve OSH across all sectors in Cambodia.

64 Workers in the formal private sector have access to employment injury insurance and social health insurance but not to a statutory pension arrangement. Public-sector workers, on the other hand, are entitled to pensions and health insurance was launched in 2018 but not the employment injury insurance despite regulations being adopted in February 2017, Royal Government of Cambodia: Royal Decree on "the establishment of Employment Injury Insurance scheme for public sector employees and Health Insurance scheme for public sector employees, former civil servants and former veterans, 2017.

65 VAT is not charged/collected in small businesses/vendors where the poor make purchase often. Income tax is only collected in formal sector. The poor, who are engaged in informal sector at the same time, therefore do not pay income tax.

66 UN Country Team, Cambodia (2018). Common Country Assessment, 2019-2023. Phnom Penh

67 Better Factories Cambodia (2018). Annual Report 2018: An Industry and Compliance Review. ILO and IFC, Geneva

68 Key sources include an "Independent evaluation of the ILO's Decent Work Country Programmes strategies and actions in the Mekong subregion" conducted by the ILO in 2017, as well as the findings of various independent evaluations of ILO development cooperation projects implemented under the DWCP 2016-2018. 69

7.14 Child labour – ongoing issue despite progress

At the IVth Global Conference on the Sustained Eradication of Child Labour (2017), the RGC pledged to accelerate efforts to eradicate all forms of child labour in line with the National Plan of Action on Reduction in Child Labour and Elimination of Worst Form of Child Labour 2016-2025, SDG 8.7 and ILO Conventions No. 138 and No. 182. While concerted collaboration between BFC, GMAC and other national partners have seen the incidence of child labour in Cambodia's garment sector reduced to one case in 2018 from four cases in 2016, child labour remains a serious issue more broadly, driven by poverty and fuelled by challenges in accessing basic education and the often poor quality of schooling and low completion rates.

According to the 2012 National Child Labour Survey (NCLS), just over one in every ten children in Cambodia is engaged in child labour in areas including salt farms, rubber plantations, fishing, portering, domestic labour, and waste scavenging or rubbish picking. Child labour also exists in the sugar cane sector of Cambodia, both in plantations and on smallholder farms. The ILO rapid assessment study conducted in two selected provinces (Kompong Chhnang and Pursat) in 2014 found 33 percent of working children were involved in child labour in sugar cane production. The assessment certainly does not claim to represent a picture of child labour in sugar cane nationwide. Rather it offers a close glimpse at a number of household level factors that push and pull children into child labour, the hazardous conditions they endure in the work they perform, and the distinctions in the nature of child labour between small holder farms and plantations. The recommendations it offers moving forward are not directed at any one party, as the solution to child labour in the sugar cane supply chain lies in a multi-stakeholder effort focused around at least three immediate areas – policy, knowledge, and sensitisation. Cambodia's current construction boom has also drawn attention to the potential for child labour in the brick-making industry. While the 2016 Child Labour Inspection Report of the National Labour Inspectorate in the Brick-Making Sector noted no sign of child labour cases, the potential incidence of hazardous work involving children in the industry remains a critical issue which requires ongoing attention and improvement of working conditions.



8. ILO'S COMPARATIVE ADVANTAGE AND LESSONS

The ILO brings the following comparative advantages as a core partner for the national constituents under the DWCP 2019–2023:

- 50 years of close collaboration, success and achievements with constituents in Cambodia.
- International norm setting, promotion, implementation and monitoring roles based on the International Labour Conventions, supported by international supervisory mechanisms and resolutions and recommendations adopted by the International Labour Conference
- Policy and technical expertise
- Ability to draw on the relevant experience of diverse countries within ASEAN and worldwide, and
- A tripartite membership base of governments, employers' representatives and workers' representatives.

Drawing on these comparative advantages in the context of DWCP design, implementation and partnerships, and as part of the UN Country Team in Cambodia, the ILO is uniquely placed to support Cambodia's national development objectives through policy/strategy support; legislative/deGREE drafting; strategic research; institutional and technical capacity development; technical advice; and knowledge sharing, including through access to other-country experience. A number of key lessons and considerations from the previous DWCP period informed the design of the DWCP 2019-2023. These include the need for and importance of:⁶⁸

- Affirmation of the relevance of the three 2016-2018 priorities to the Cambodian context. These are thus carried forward into the current period and linked to the emerging implications and opportunities of the 4th Industrial Revolution for the Decent Work Agenda.
- Strengthening alignment with national policy frameworks and priorities, particularly the SDGs/CSDGs, RS IV, NSDP 2019-2023, the IDP, the NEP and relevant sectoral policies and strategies.
- Strengthening clarity of the linkages between DWCP contributions and bigger picture changes in Cambodia ("theory of change").
- An overall focus on implementation and impact, with national decent work legislative, policy and institutional frameworks now largely in place or in progress.
- Increasingly embedding DWCP resourcing within national budget planning and decision-making as core to achievement of Cambodia's long-term development objectives.
- Positioning the DWCP and its tripartite governance arrangements as a platform for facilitating greater coordination and synergies between all relevant government ministries and organisations of employers and workers.
- Maximizing synergies among programmes and projects under the DWCP to enhance efficiency, effectiveness and impact.
- Continuing and strengthening the DWCP emphasis on (i) outreach to and coverage of informal sector and (ii) subnational initiatives and capacities.
- Enhancing the focus on strategic data gathering, research and evidence-based advocacy to inform policy and programme development related to the Decent Work Agenda.



9. PROGRAMME FRAMEWORK

DWCP GOAL

By 2030, all women, men and vulnerable groups in Cambodia will have access to sustainable, decent and productive work in the context of a formalizing and inclusive labour market, enhanced social dialogue and Cambodia's achievement of Upper-Middle Income Country status

PRIORITY 1

More Cambodian women, men, youth and vulnerable groups have access to decent and productive work as a result of increased economic diversification, productivity, competitiveness and development of the digital economy

PRIORITY 2

More Cambodian women, men, youth and vulnerable groups are in safe and healthy work and benefit from sustainable, transparent and equitable social protection coverage

PRIORITY 3

Industrial relations and rights at work improved in line with international labour standards, including for migrant workers

Outcomes to Priorities

IF enterprises, entrepreneurship and new jobs expand in the formal economy; IF workers have relevant skills and competencies to meet labour market needs, including in the digital economy; IF the social protection system is sustainable, transparent, coordinated, well administered and equitable; IF quality and effective social protection services are expanded to all, particularly for informal workers; IF work places are safe and healthy; IF employers' and workers' organisations are effective in representing their members in national policy development; IF effective social dialogue, workplace cooperation and collective bargaining are expanded; IF gender equality, women's voice and representation and the rights of vulnerable groups are promoted and protected; and IF income security based on a minimum wage is expanded; then significant progress will be made by 2030 for more women, men, youth and vulnerable groups in Cambodia to enjoy sustainable, decent and productive work.

Key Strategies

- Strengthening and expanding enabling legal and policy frameworks in line with ILS
- Strengthening implementation and impact through institutional and technical capacity development, technical advice based on ILS and access to other country experience
- Building the national skills base to meet the needs of the digital economy and achieving Upper-Middle Income Country status
- Strategic research and data generation to inform legislative, policy, institutional and programme development and implementation
- Ensuring inclusion and sustainability through mainstreaming gender equality and non-discrimination (including affirmative action approaches to reduce gaps), social dialogue, ILS, environmental sustainability and "just transition" to a green economy

Enabling Factors

- Assumed /projected steady economic growth, expanding government revenue and expenditure, demographic dividend and opportunities of 4th Industrial Revolution
- Clarity of national direction provided by the Rectangular Strategy IV and NSPD 2019-2023
- Direction and opportunities provided by global and regional frameworks such as the SDGs and AEC
- UN reform commitments to enhanced collaboration through the UNCT
- Already expanded partnerships with government and other domestic and international partners
- ILO mandates and comparative advantage based on tripartite membership, international labour conventions, social dialogue as a driver for change, technical expertise and access to other country experience, supported by proven delivery tools

PRIORITY 1

More Cambodian women, men, youth and vulnerable groups have access to decent and productive work as a result of increased economic diversification, productivity, competitiveness and development of the digital economy

Cross-cutting policy and programme drivers and accelerators

- ILS ratification and implementation
- Social dialogue and tripartism
- Gender equality & non-discrimination, including on basis of disability and ethnicity
- Environmental sustainability
- Institutional and technical capacity development
- Effective partnerships

UNDAF accelerators:

- Social protection
- Empowered youth
- Quality data

Assumptions:

- Current levels of economic / GDP growth sustained
- Public revenue and expenditure growth sustained; resources committed to decent work, formal/ informal transition and skills
- Voices of employers' and workers' organizations help shape legislative and policy directions
- FDI is leveraged for sustainable decent employment growth
- Enabling environment for business strengthened
- Measures/capacities in place to seize digital economy opportunities

Outcome 1.1:

More women, men, youth and vulnerable groups in formal employment

Outcome 1.2:

More women, men, youth and vulnerable groups have improved skills/competencies (skills, knowledge and behaviour) to meet labour market needs in context of the 4th Industrial Revolution

Outcome 1.3:

Decent and productive employment increased through sustainable enterprise and entrepreneurship development

OUTPUTS TO OUTCOMES

IF the IDP and NEP are implemented at national and subnational levels; IF the competitiveness and sustainability of the garment sector is ensured; IF youth employability, skills and rights are enhanced; IF there is a stronger matching of skills with labour market needs; IF SME formalization/ registration is expanded; and the economic base of indigenous communities is ensured through increased land titling; more women, men and vulnerable groups will have access to formal employment.

IF TVET legislative and policy frameworks are in place; IF TVET quality and coverage are increased; IF TVET governance and coordination are strengthened; IF new competency standards, training and testing are in place; and IF more women and men are in apprenticeships, internships and voluntary work; then more women, men, youth and vulnerable groups will have the skills/competencies to meet labour market needs.

IF there are stronger linkages between Cambodian SMEs and international supply and value chains; IF women's entrepreneurship is expanded and strengthened, including influence within national policy processes; IF entrepreneurship culture, skills and opportunities grow among youth; and IF cooperatives are expanded in rural areas; then more decent and productive jobs will be available for women, men, youth and vulnerable groups.

Key Strategies

- Accelerate transition from informal to formal economy / employment
- Prioritize NEP implementation in 4 selected provinces with view to scaling-up
- Prioritize implementation of NEP and IDP in rural areas where needs are greatest
- Build quality and relevant national skills base in line with long-term labour market projections
- Leverage investors, brands and buyers to strengthen competitiveness of garment/ footwear sectors
- Apply BFC/ garment sector experience and lessons to other sectors
- Strengthen flow-on effects from FDI for local SME creation development
- Target efforts and resources on youth employment, including entrepreneurship skills and opportunities
- Promote new technologies to accelerate sustainable / green growth in decent work opportunities

Risks & mitigation measures

Decline in competitiveness of garment/footwear sectors; loss of EBA access

(Risk: Medium: Mitigate through concerted joint efforts to implement the Garment and Footwear Sector Development Strategy 2019-2025, as well as leveraging the role of the BFC and its international linkages for long-term impact)

Impact of slowdown in other economies, e.g. China

(Risk: Medium. Ensure planning in relation to the Decent Work Agenda proactively takes account of potential threats, including in tripartite fora and implementation of the garment/footwear strategy)

Constituent institutional capacity and efficiency gaps

(Risk: Medium. Intensify joint efforts under the DWCP to strengthen critical capacities of constituents, with particular focus on (i) MoLVT labour inspection services and (ii) policy engagement capacities of social partners)

Lack of opportunity / space for citizen engagement

(Risk: High overall, but lower for the space within the ILO constituents interact. Ensure tripartite processes function effectively and transparently)

Impact of climate change

(Risk: High. Mainstream CC analysis and mitigation into all DWCP-related planning)

Priority 1: More women, men, youth and vulnerable groups in Cambodia have access to decent and productive work as a result of increased economic diversification, productivity, competitiveness and development of the digital economy

Outcome 1.1: More women, men, youth and vulnerable groups in formal employment

Links with SDGs 5, 8.2, 8.3, 8.5, 8.6, 8.8, 9.2 and 9.3

Links with CSDGs: Goal 5, Indicator 5.4.1; Goal 8, Targets 8.2, 8.3 and 8.9

Links with Rectangular Strategy IV:

Strategic Goal 1: Ensuring sustainable and resilient economic growth of around 7% per annum by way of promoting a broad based and competitive economic diversification into new sources of growth

Strategic Goal 2: Creating more jobs, both qualitatively and quantitatively, for citizens, especially youth through skills training, provision of job market information, improvement in working conditions and business and investment promotion inside and outside the country.

Strategic Goal 3: Includes 'achieving the poverty reduction target of below 10% so as to prevent the relapsing into poverty by focusing on enhancing market participation...'

Rectangle 3 - Promotion of private sector development and employment: Particularly (1) job market development; (2) promotion of SMEs and entrepreneurship; and (4) enhanced competitiveness.

Rectangle 4 - Inclusive and sustainable development: Particularly (1) promotion of agricultural and rural development (including role of agriculture in creating employment).

Links with UNDAF: Intermediate Outcome 2.1

Links with ILO Programme and Budget: Outcomes 1, 4, 5, 6

Lead implementing agencies: MoLVT, CDC, MEF, MIH, MAFF, MRD, NEA, CAMFEBA, workers' organizations and entrepreneur associations

Strategies and measures for delivery of outcome

As summarized in the country overview, the majority of Cambodian women and men remain in informal and vulnerable employment. Increasing access to formal employment is a major focus of the Rectangular Strategy IV, as well as the IDP and NEP. It is at the core of Cambodia's long term development aspirations and is key to increasing job security and livelihoods, the protection and promotion of labour rights and expanding the country's tax and public service base.

In line with RS IV commitments, ILO technical and capacity development engagement with constituents will build on previous experience and lessons to prioritize the following strategies and measures:

- Target resources and effort around in-depth NEP implementation in 4 selected provinces as a basis for longer term scaling-up in other provinces, with an increased focus on environmentally sustainable and gender-inclusive job creation which promotes low-carbon and resource efficient approaches to economic development.
- Strengthen the environmental sustainability aspects of all decent work creation initiatives through application of the ILO Just Transition Guidelines Towards Environmentally Sustainable Economies and Societies for All.⁶⁹ This includes the expanded creation of 'green jobs' that contribute towards the preservation and restoration of the environment, be they in traditional sectors, such as manufacturing and construction, or in new, emerging green sectors, such as organic agriculture, renewable energy and energy efficiency, eco-tourism, resource management and environmental services.⁷⁰
- Accelerate decent, sustainable and climate-resilient rural employment creation through (i) the development of a gender-responsive 'sub-strategy' to support the implementation of the IDP and NEP in rural areas and (ii) contributing to the implementation of decent employment components of the new Agricultural Master Plan, with attention in both areas to gender inclusive approaches and green/sustainable employment. Key considerations in this regard include ensuring climate-smart agricultural practices and promoting access to finance with a climate insurance component for small farmers.

70 ILO (2017). Cambodia: Employment and Environmental Sustainability Fact Sheets 2017, Geneva. Accessed at <https://www.ilo/asia/publications/isue-briefs/WCMS627803/lang--en/index.htm>

- Support implementation of the Garment and Footwear Sector Development Strategy 2019-2025, including promotion/facilitation of ‘flow-on’ linkages with local enterprise development and the establishment of a gender-balanced Private Garment and Footwear Industry Advisory Committee to support oversight and coordination.
- Continue leveraging the influence of international investors, brands, buyers and global garment sector supply change actors⁷¹ to strengthen competitiveness and productivity of the garment and footwear sectors.
- Extend BFC / garment sector experience and lessons to improve working conditions, productivity, competitiveness and gender-inclusiveness in other sectors of the economy.
- Target creation of decent work for youth through completion of 2 phases of UN Joint Programme on Youth Employment (ILO coordination role), including gender-responsive youth employability, technical and soft skills development, career guidance, entrepreneurship development and rights at work, with youth engagement in design, implementation and review of programme and activities. Underpin with reference to ILO Resolution and Conclusions concerning the youth employment crisis: A Call to Action (2012).
- Further strengthen the matching of skills and jobs nationwide through expanded and enhanced gender-sensitive NEA employment and labour market information services; job forums and other employment promotion initiatives; and support services for departing and returning migrant workers.
- Address the needs of rights and particular needs of indigenous communities, who are among the most “left behind” in Cambodia, through (i) accelerated communal land titling processes, (ii) gender-responsive local livelihood promotion initiatives in selected communities, and (iii) strengthening the collective national voice of indigenous peoples through support for the establishment of a National indigenous Peoples Council.
- Promote / facilitate strategic research on implications of emerging digital economy trends and the use of new technologies to accelerate gender-inclusive sustainable growth in decent work opportunities and related services.
- In addition to gender mainstreaming across all areas, support targeted initiatives including affirmative actions to address selected gender gaps with respect to decent and productive work creation.

Significant outputs

Output 1.1.1: Increased overall number of women, men, youth and vulnerable groups in decent/formal work as result of gender and climate-sensitive implementation of NEP at national and provincial levels

Output 1.1.2: Increased number of rural women, men, youth and vulnerable groups in decent/formal work as result of development and implementation of a gender and climate-sensitive sub-strategy to accelerate sustainable rural employment creation through the IDP, NEP and the Agricultural Master Plan

Output 1.1.3: Increased competitiveness, productivity, value-added and sustainability of the garment sector as result of implementation of the Garment and Footwear Sector Development Strategy 2019-2025, including “flow-on” linkages with local enterprise development and establishment of the Private Garment and Footwear Industry Advisory Committee⁷²

Output 1.1.4: Increased number of female and male youth in decent work as result of gender-sensitive implementation of first 2 phases of UN Joint Programme on Youth Employment implemented, including youth employability, technical and soft skills development, career guidance, entrepreneurship development and rights at work

Output 1.1.5: Increased number of Cambodian women, men, youth and vulnerable groups in decent/formal work as result of improved matching of jobs and skills through strengthened/expanded gender-responsive employment and migrant labour services, labour market information, job forums and other job promotion initiatives

Output 1.1.6: Increased decent work opportunities in selected indigenous communities through (i) acceleration of the communal land titling process, (ii) gender and climate-sensitive local livelihood promotion initiatives in selected communities, and (iii) strengthened collective voice as result of the establishment of a National Indigenous Peoples Council

Output 1.1.7: Gender-sensitive national policy formulation and planning on the digital economy strengthened through strategic research products in areas including the use of new technologies to accelerate growth in decent work opportunities and related services for women, men, youth and vulnerable groups

Key Cambodia partners for delivery of Outcome 1.1: CDC, MEF, MIH, MoLVT, MoC, MRD, NEA, CAMFEBA, workers’ organizations and entrepreneur associations (CWEA, YEAC), and CIPO⁷³

Key international partners: FAO, IFAD, SDC, UNIDO, UNJP (UNDP, UNESCO, UNICEF and UNV) and UNOCHR

71 E.g. The global “Action, Collaboration, Transformation” initiative comprising IndustriALL and international garment brands

72 To be established under the Garment and Footwear Sector Development Strategy 2019-2025, and will consist of GMAC, CAMFEBA, trade unions, BFC, ACT and other relevant stakeholders.

73 Cambodia Indigenous People’s Organization

| Indicators | Targets |
|--|---|
| <p>Employment to population ratio: (i) men/women; (ii) youth (15-30) men/women; (iii) PNH / other rural/urban</p> <p><i>UNDAF Indicator 2.1.1)</i></p> | <ul style="list-style-type: none"> By 2023, (i) Base + 0.1% annually; (ii) Base + 0.5% annually; (iii) Base + 0.1% annually |
| <p>Number of gender-responsive initiatives taken to (i) develop or revise and (ii) implement national employment generation frameworks and programmes</p> | <ul style="list-style-type: none"> By 2020, specific measures and targets adopted to expand rural employment through the IDP, NEP and Agricultural Master Plan (links to UNDAF Indicators and Targets 2.2.1 and 2.2.2) By 2023, model NEP implemented in at least 8 provinces (<i>links to UNDAF Indicator and Target 2.2.1(iii)</i>) By 2023, major components of Garment and Footwear Sector Development Strategy 2019-2025 implemented, including promotion of “flow-on” linkages to local enterprise development and establishment of the Private Garment and Footwear Industry Advisory Committee (links to UNDAF Indicator and Target 2.2.2 (vi)) By 2023, 2 phases of UN Joint Programme on Youth Employment completed, with engagement by female and male youth in design, implementation and review of programme and activities By 2023, NEA services and labour market programmes available to women and men in all provinces By 2023, at least one gender-responsive strategic research product to support development and implementation of national employment frameworks |
| <p>Number of indigenous communities which have improved livelihoods as a result of decent work opportunities associated with communal land ownership and increased national voice and representation</p> | <ul style="list-style-type: none"> By 2023, at least two indigenous communities with established land rights have implemented local livelihoods action plans, with attention to gender and non-discrimination dimensions By 2023, gender-balanced National Indigenous Peoples Council established and operational, reaching gender-parity in its composition. |

Outcome 1.2: More women, men, youth and vulnerable groups have improved skills/competencies (skills, knowledge and behaviour) to meet labour market needs in the context of the 4th Industrial Revolution

Links with SDGs 4, 5, 8.6

Links with CSDGs: Goal 4, Indicator 4.3.2

Links with Rectangular Strategy IV:

Strategic Goal 2: Creating more jobs, both qualitatively and quantitatively, for citizens, especially youth through skills training ...

Rectangle 1 - Human resource development: Particularly (2) vocational training.

Rectangle 2 - Economic Diversification: Particularly (3) Readiness for digital economy and industrial revolution 4.0 (e.g. through digital skills development).

Links with UNDAF: Intermediate Outcome 2.1

Links with ILO Programme and Budget: Outcome 1

Lead implementing agencies: MoLVT, MoEYS, MEF, NTB, NEA, CAMFEB and workers’ organizations

Strategies and measures for delivery of outcome

As summarized in the country overview, major gaps remain between labour market needs and available skills, accentuated by a period of rapid economic change and the emerging digital economy. Building a strong high skills-based economy is fundamental to Cambodia's aspirations to be an Upper-Middle-Income Country by 2020 and an Upper-Income Country by 2050.

In line with the National Policy Framework on Education, Technical and Vocational Training (2017-2025), ILO technical and capacity development engagement with constituents will build on previous experience and lessons to prioritize the following strategies and measures:

- Strengthen the legislative framework for TVET through development of a gender-sensitive national TVET law, underpinned by implementation of the National Policy Framework on Education, Technical and Vocational Training (2017-2025).
- Strategic and gender-responsive interventions focused on tourism, rural youth and one further sector to increase TVET quality and coverage, with prioritization of soft skills; digital literacy, green economy skills, middle management business and entrepreneurship skills; collaboration with private sector; formal recognition of prior learning and pre-departure training for migrant workers, including domestic workers.
- Progressively expand occupational coverage in Cambodia of ASEAN Mutual Recognition of Skills (MRS) and Mutual Recognition Arrangements (MRA), with attention to female intensive and green-employment occupations, supported by assessment capacities and certification processes.
- Strengthen the impact and coordination of the TVET system through enhanced institutional capacities and formal links between the roles of National Training Board (NTB), Industry Advisory Group on manufacturing skills standards (IAG-M) and tripartite Sector Skills Councils.
- Continue to expand competency standards, related training and development of testing arrangements in prioritized areas, with attention to female-intensive occupations
- Expand youth access to relevant experience and employability through gender-sensitive implementation of the Apprenticeship / Internships Policy and promotion of youth volunteerism.
- Promote and facilitate gender-responsive strategic research and evidence-based advocacy, raise awareness amongst tripartite constituents and other relevant target groups about the opportunities and challenges of the 4th Industrial Revolution.

Significant outputs

Output 1.2.1: Increased coverage and quality of TVET as result of (i) development and adoption of new gender-sensitive TVET Law; (ii) implementation of National Policy on Education, Technical and Vocational Training 2017-2025; (iii) strengthened and expanded centres of excellence at sector level; (iv) active promotion of TVET opportunities for women, men and youth by employers' and workers' organizations; and (v) targeting resources around sector focus on tourism professionals, rural youth and one new sector to be identified following assessment phase

Output 1.2.2: Increased occupational coverage in Cambodia of ASEAN Mutual Recognition of Skills (MRS) and Mutual Recognition Arrangements (MRA), supported by strengthened assessment and certification processes and attention to female intensive occupations

Output 1.2.3: Increased capacity and coordination of national TVET system as result of strengthening respective and joint roles of National Training Board (NTB), Industry Advisory Group on manufacturing skills standards (IAG-M) and tripartite Sector Skills Councils

Output 1.2.4: New competency standards, related training and testing arrangements developed and applied in prioritized areas, with attention to female intensive occupations

Output 1.2.5: Increased number of female and male youth in apprenticeships, internships and volunteer roles

Key Cambodian partners for delivery of Outcome 1.2: CDC,⁷⁴ MAFF, MEF, MoEYS, MoLVT, MoT, NEA, NTB, IAG-M and Sector Skills Councils

Key international partners: ADB, FAO, IFAD, SDC and UNIDO

| Indicators | Targets |
|--|---|
| Numbers of women and men benefiting from (i) TVET programmes; (ii) apprenticeship programmes (iii) entrepreneurship training; and (iv) employment services. <i>(adapted from UNDAF Indicator 2.1.3)</i> | <ul style="list-style-type: none"> (i), (ii), (iii) and (iv): base plus 20% by 2023 (iv) consists of (1) number of job seekers registered at NEA (base plus 50% in 2023); (2) number of job seekers employed (base plus 60% in 2023); (3) number of job seekers received pre-employment and soft-skill training (base plus 30% in 2023) <i>(link to UNDAF targets 2.1.3 (i), (ii), (iii) and (iv)).</i> |
| Number of gender-responsive legislative, policy and standards-setting initiatives to strengthen TVET quality and coverage. <i>(links to UNDAF Indicator 2.2.2 (iv))</i> | <ul style="list-style-type: none"> By 2023, the following adopted / implemented: TVET Law; National Policy Framework on Education and TVET; Apprenticeship / Internships Policy <i>(links to UNDAF Target 2.2.2 (iv))</i> |
| Number of competency standards packages in place | <ul style="list-style-type: none"> By 2023, at least 100 competency standards packages in place and being applied (with related training and testing arrangements) in prioritized areas, with attention to female intensive occupations By 2023, at least 10% of formal TVET training programmes include gender-responsive soft skills and digital literacy |
| Number of gender-responsive initiatives within TVET sector to strengthen coordination and capacity of key institutions and other actors | <ul style="list-style-type: none"> At least 1 initiative per year to strengthen respective capacities of and coordination between NTB, IAG-M and other relevant actors By 2020 at least 2 Sector Skills Councils established, with active engagement of social partners At least 1 initiative per year to increase TVET collaboration between government and private sector, including in (i) resourcing and delivery of training and (ii) prioritization of soft and digital skills development |

Outcome 1.3: Decent and productive employment increased through sustainable enterprise and entrepreneurship development

Links with SDGs 5, 8.2, 8.3, 8.5

Links with CSDGs: Goal 5, Indicator 5.4.1; Goal 8, Targets 8.2, 8.3 and 8.9

Links with Rectangular Strategy IV:

Strategic Goal 1: Ensuring sustainable and resilient economic growth of around 7% per annum by way of promoting a broad based and competitive economic diversification into new sources of growth

Strategic Goal 2: Creating more jobs, both qualitatively and quantitatively, for citizens, especially youth through skills training, provision of job market information, improvement in working conditions and business and investment promotion inside and outside the country.

Rectangle 3 - Promotion of private sector development and employment: Particularly (1) job market development; (2) promotion of SMEs and entrepreneurship; and (4) enhanced competitiveness (e.g garment sector strategy and skills development).

Rectangle 4 - Inclusive and sustainable development: Particularly (1) promotion of agricultural and rural development (including role of agriculture in creating employment).

Links with UNDAF: Intermediate Outcome 2.1

Links with ILO Programme and Budget: Outcomes 1, 4, 5, 6

Lead implementing agencies: MoLVT, MEF, MoWA, MIH, CAMFEBA, CWEA, YEAC and workers' organizations

Strategies and measures for delivery of outcome

Accelerating the development of formal sustainable enterprises and promoting entrepreneurship opportunities and skills, especially for women and youth, is prioritized by the Rectangular Strategy IV. Sustainable progress in this area is furthermore critical for the implementation of the IDP and the NEP and for the achievement by Cambodia of Upper-Middle Income status by 2030.

Key drivers and reference points for the promotion of SME development in this context are the national SMEs Policy and Strategy, the Prime Ministerial Sub-Degree on tax incentives for SMEs and the Entrepreneurship Promotion Fund (EPF) administered by MEF.

ILO technical and capacity development engagement with constituents to this end will build on previous experience and lessons to prioritize the following strategies and measures:

- Facilitate stronger linkages between regional / global supply and value chains and the creation of domestic SMEs, including in context of implementation of the Garment and Footwear Sector Development Strategy 2019-2025.
- Promote and strengthen women's entrepreneurship through (i) an assessment of the current status of women's entrepreneurship using the ILO Women's Entrepreneurship Development (WED) methodology, and (ii) development of a national strategy to expand the access of women entrepreneurs to finance, business skills, IT tools, markets, networking and national policy dialogue.
- Promote and apply the ILO Just Transition Guidelines Towards Environmentally Sustainable Economies and Societies for All to underpin all sustainable enterprise development and related policy initiatives, including through the creation of 'Green jobs' that contribute towards the preservation and restoration of the environment, be they in traditional sectors, such as manufacturing and construction, or in new, emerging green sectors, such as renewable energy and energy efficiency.
- Expand social and community-based entrepreneurship, including through (i) national roll-out of 'Know About Business' (KAB) to an increased number all secondary schools; (ii) promotion and application of the ILO's Community-Based Enterprise Development (C-BED) tool; and (iii) promotion and application of the ILO's 'Get Ahead' and other women's entrepreneurship tools.
- Promote rural livelihoods and employment through formal cooperative development.

Significant outputs

Output 1.3.1: Increased number of SMEs established as result of stronger 'flow-on' linkages between Cambodian enterprise development and regional / global supply and value chains, including in context of implementation of the National Garment and Footwear Sector Development Strategy 2019-2025

Output 1.3.2: More effective policy and regulatory frameworks for enterprise and entrepreneurship development as result of business and entrepreneur association input

Output 1.3.3: Increased number of people, particularly women and youth, engaged in entrepreneurship as a result of improved access to finance, business and soft skills, IT tools, markets, networking and national policy dialogue

Output 1.3.4: Assessment of status of women's entrepreneurship nationwide completed, including recommendations to improve such status

Output 1.3.5: Increased number of women and men in formal cooperative arrangements as result of expansion of ILO/MAFF cooperative promotion programme

Output 1.3.6: Assessment completed of broader impact on families and communities of women's economic empowerment within garment and footwear sectors

Output 1.3.7: Increased number of secondary schools nationwide offer KAB programme to female and male students

Output 1.3.8: Cambodia Entrepreneurship Day implemented annually in partnership with MoEYS and UNV

Key Cambodian partners for delivery of Outcome 1.3: MAFF, MEF, MIH, MoEYS, MoWA, CAMFEBA and workers' organisations, entrepreneurship associations (CWEA, YEAC), and FASMEC

Key international partners: FAO, IFAD, UNIDO, UNV, Plan International

| Indicators | Targets |
|---|---|
| <p>Percentage increase in number of enterprises and cooperatives formally registered, including women owned / run enterprises</p> | <ul style="list-style-type: none"> • By 2023, at least 5% increase respectively in number of enterprises and cooperatives formally registered, including women owned / run enterprises • Cambodia Entrepreneurship Day implemented annually in partnership with MoEYS and UNV, reaching at least 4,000 youth annually • By 2019, assessment completed of broader impact on families and communities of women’s economic empowerment within garment and footwear sectors • By 2019 ILO Just Transition Guidelines Towards Environmentally Sustainable Economies and Societies for All routinely applied to the development of all enterprise development initiatives • By 2020, assessment conducted of state of women’s entrepreneurship in Cambodia, using ILO WED methodology • By 2020, at least 1 annual SME good practice award established and attracting applicants and sponsorship • By 2021, national strategy developed for promotion of women’s entrepreneurship • By 2023, C-BED programme implemented and institutionalised by at least 15 in-country partners and reaching at least 5,000 women and men annually; assessment of sustainable impacts completed • By 2023, KAB established in at least 200 secondary schools • By 2023, ILO/MAFF farmers’ cooperative programme active in at least 10 provinces, based on lessons of initial 5-province programme and offering equal opportunities to women and men |
| <p>Number of policies and regulations related to enterprise and entrepreneurship development demonstrating the influence of national business and entrepreneur associations</p> | <ul style="list-style-type: none"> • By 2023, at least 5 relevant policies and regulations demonstrate influence, including attention to gender dimensions • By 2023, CAMFEBA, CWEA and YEAC each conduct at least one gender-sensitive policy engagement activity per year as result of strengthened policy influencing capacities |

Cross-cutting policy and programme drivers and accelerators

- ILS ratification and implementation
- Social dialogue and tripartism
- Gender equality & non-discrimination, including on basis of disability and ethnicity
- Environmental sustainability
- Institutional and technical capacity development
- Effective partnerships

UNDAF accelerators:

- Social protection
- Empowered youth
- Quality data

Assumptions:

- Public revenue and expenditure growth sustained: resources committed to progressive/sustainable extension of SP system and coverage
- Voices of employers' and workers' organizations help shape legislative and policy directions
- Data systems improved to enable tracking, planning and extension
- ICT advances used to enable informal workers to contribute to SP schemes and receive benefits
- Coordinated support from international development partners (IDP)

PRIORITY 2

More women, men, youth and vulnerable groups in Cambodia are in safe and healthy work and benefit from sustainable, transparent and equitable social protection coverage

Outcome 2.1:
More women, men, youth and vulnerable groups have access to quality and effective social protection services, particularly workers in the informal economy

Outcome 2.2:
Social protection system operates in sustainable, transparent, coordinated and equitable manner

Outcome 2.3:
More women, men, youth and vulnerable groups have access to safe and healthy working conditions

OUTPUTS TO OUTCOMES

IF the Social Security Law is adopted and implemented with social partner engagement; IF national pensions are introduced in 2019, including coverage over time of vulnerable workers and the self-employed; IF Health Equity Fund implementation is strengthened; IF migrant workers have inter-country portability of social protection coverage; more women, men, youth and vulnerable groups will have access to quality and effective social protection services.

IF the Social Protection Law and policy are strengthened and implemented with social partner input; IF the Social Protection Council operates effectively and transparently; IF the NSSF is strengthened; and IF new ICT-based opportunities are created for informal workers to join social protection schemes; then more women, men, youth and vulnerable groups will have access to social protection which is sustainable, transparent, coordinated and equitable.

IF the national OSH system is strengthened, IF OSH policy and standards are strengthened and implemented; IF OSH tripartite and bipartite arrangements operate effectively and transparently at all levels; IF the 2nd OSH Master Plan is implemented; and IF The 2nd OSH National Profile and a national asbestos profile are developed; more women, men, youth and vulnerable groups will have access to safe and healthy working conditions.

Key Strategies

- Targeting strengthening of the social protection and OSH systems as a whole including (laws, policies, regulations, governance, institutions and services)
- Progressive/ targeted extension of SP coverage over time for women, men, youth and vulnerable groups, with prioritization of informal, migrant, construction, entertainment, tuk tuk and domestic workers
- Strengthening social partners' and women's voices and representation within legislative, policy and governance processes for social protection and OSH, at all levels
- Promoting use of ICT technologies to extend services / communications to informal workers

Risks & mitigation measures

Ensuring long-term equity in prioritization of social protection expenditure

(Risk: Medium. Mitigate through ensuring transparency of social protection system, including via active engagement of employers' and workers' organisations in SP decisions)

RCG institutional capacity and efficiency gaps, especially sub-nationally

(Risk: High. Mitigate through intensified joint efforts under the DWCP to identify and address capacity gaps at all levels)

Lack of coordination across SP system and among IDPs

(Risk: High. Mitigate through (i) targeted actions to strengthen coordination within government and (ii) establishment of joint approach for SP within the UNCT, linking to other IDPs)

Data gaps undermine SP monitoring and delivery

(Risk: High. Mitigate through targeting RCG and IDP efforts and resources towards strengthening coordinated data systems)

Women, informal workers and vulnerable groups do not fully benefit from new/extended schemes

(Risk: High. Mitigate through ensuring delivery and monitoring focus across all schemes on reaching women, informal workers and vulnerable groups)

Priority 2: More women, men, youth and vulnerable groups in Cambodia are in safe and healthy work and benefit from benefit from quality, effective, efficient and transparent social protection services

Outcome 2.1: More Cambodian women, men, youth and vulnerable groups have access to gradually expanded social protection benefits or services, particularly workers in the informal economy

Links with SDGs 1.3, 3.8, 3.9, 5, 8.8

Links with CSDGs: Goal 1, Indicator 1.3.1; Goal 3, Indicator 3.9.1; Goal 10, Indicator 10.4.1

Links with Rectangular Strategy IV:

Strategic Goal 3: Includes 'implementing social protection policy, lowering burden of daily life along with the provisions of quality public services, and reducing social disparity...'

Rectangle 1 - Human resource development: Particularly (4) strengthening gender equality and social protection.

Links with UNDAF: Intermediate Outcomes 1.3 and 2.1

Links with ILO Programme and Budget: Outcomes 3 and 7

Lead implementing agencies: MEF, MoLVT, NSSF, CAMFEBA and workers' organizations

Strategies and measures for delivery of outcome

As summarized in the country overview, expanding social protection quality and coverage is a cornerstone of both decent and productive work and Cambodia's efforts to address vulnerability and facilitate the transition from LDC status. The strengthening and expansion of Cambodia's social protection system and delivery is prioritized accordingly in RC IV.

ILO technical and capacity development engagement with constituents to this end will build on previous experience and lessons to prioritize the following strategies and measures:

- Strengthen the enabling legislative and policy environment through adopting and implementing the new Social Security Law.
- Expand social protection coverage through (i) introduction of a national pension in 2019, and as resources allow, progressively extending its coverage to female and male informal/vulnerable workers and the self-employed; and (ii) ongoing progressive expansion of coverage by existing social protection schemes in line with available resources and capacities, including the prioritization of Social Security coverage for of construction, tuk tuk and domestic workers.
- Strengthen social protection of migrant workers through inter-country agreements to ensure portability of coverage.
- Support employers' and workers' organisations to raise awareness among their members of (i) social protection laws, schemes, opportunities and requirements and (ii) OSH legal and regulatory requirements, with an increased focus on women and men workers on construction sites.

Significant Outputs

Output 2.1.1: Gender-responsive Social Security Law adopted and implemented

Output 2.1.2: Gender-responsive legal framework adopted to enable social protection coverage of informal workers

Output 2.1.3: Pension scheme introduced in 2019 and coverage progressively expanded over time to cover vulnerable women and men workers and self-employed

Output 2.1.4: Increased social security coverage, including health equity funds, with prioritization of inclusion of women and men workers in construction, public transportation (especially tuk tuks), entertainment and domestic work sectors

Output 2.1.5: Increased social protection coverage of migrant workers through development of gender-responsive policy and mechanisms for inter-country portability of relevant schemes

Output 2.1.6: Increased informal and self-employed worker access to social protection schemes through introduction of gender-responsive digital and other opportunities to enable contributions

Output 2.1.7: New gender-responsive non-contributory programmes designed and launched, such as early childhood cash transfers or social pensions

Output 2.1.8: Social protection coverage increased nationwide across all schemes as result of initiatives by employers' and workers' organizations to make members more aware of relevant laws, schemes, opportunities and requirements

Key Cambodian partners for delivery of Outcome 2.1: MEF, National Social Protection Council, NSSF, employer’s and worker’s organisations

Key international partners: FAO, Oxfam, UNICEF, WHO

| Indicators | Targets |
|---|--|
| <p>Proportion of population covered by social protection measures, including social protection floors, by sex, distinguishing children, unemployed persons, people living with HIV, key populations at risk of HIV, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and vulnerable</p> <p><i>(SDG1.3.1, UNDAF Indicator 1.3.1)</i></p> | <ul style="list-style-type: none"> By 2023, 30 % of working population covered by social insurance schemes (by sex and including employment injury, health care, maternity, old-age pension & unemployment) <i>(UNDAF Target 1.3.1 (v))</i> By 2023, 65 % of population covered by social health protection schemes <i>(UNDAF target 1.3.1 (vi))</i> |
| <p>Number of waged and self-employed NSSF participants (by sex, as % of total workforce)</p> <p><i>(UNDAF Indicator 2.1.2 (ii))</i></p> | <ul style="list-style-type: none"> By 2023: Waged – base plus 9%; self-employed, base plus 3 % <i>(UNDAF Target 2.1.2 (ii))</i> |
| <p>Number of new laws, policies, programmes and mechanisms introduced and implemented to expand social protection coverage, with social partner engagement and attention to informal worker, gender, disability and ethnicity dimensions</p> | <ul style="list-style-type: none"> By 2019, Social Security Law adopted <i>(UNDAF Target 2.1.2 (i))</i> By 2020, legal framework adopted to enable expansion of social protection coverage for women and men in the informal economy <i>(UNDAF Target 2.1.2 (iii))</i> <p>By 2023:</p> <ul style="list-style-type: none"> Pension scheme introduced (2019) and coverage progressively expanded in line with available resources and capacities to cover women and men workers, personnel serving in the air and maritime transportation and the self-employed Social security coverage expanded to the self-employed, personnel serving in the air and maritime transportation, construction workers, tuk tuk drivers and domestic workers. Arrangements in place for inter-country portability of migrant worker social protection coverage Digital and other means developed to enable contributions, with focus on informal worker, gender, disability and ethnicity dimensions At least 1 annual initiative by CAMFEBA and NTUC-DWCP participating unions to promote social protection to their respective memberships, ensuring gender parity in participation |

Outcome 2.2: Social protection system operates in transparent, sustainable, coordinated, well-administered and equitable manner

Links with SDGs 1.3, 5

Links with CSDGs: Goal 1, Indicator 1.3.1; Goal 3, Indicator 3.9.1; Goal 10, Indicator 10.4.1

Links with Rectangular Strategy IV:

Strategic Goal 3: Includes 'implementing social protection policy, lowering burden of daily life along with the provisions of quality public services, and reducing social disparity...'

Rectangle 1 - Human resource development: Particularly (4) strengthening gender equality and social protection.

Links with UNDAF: Intermediate Outcomes 1.3 and 2.1

Links with ILO Programme and Budget: Outcome 3

Lead implementing agencies: MoLVT, MEF, NSSF, CAMFEBA and workers' organizations

Strategies and measures for delivery of outcome

The extent to which increasing numbers of Cambodians are able to benefit from social protection coverage in times of need depends in large part on the sustainability, transparency, coordination, efficiency and equitability of the system as a whole.

Accordingly, in line with RS IV prioritization of social protection, ILO technical and capacity development engagement with constituents to this end will build on previous experience and lessons to prioritize the following strategies and measures:

- Strengthen the enabling legislative, policy and institutional environment for development of the system as a whole through adoption of the Social Protection Law; implementation of the Social Protection Framework 2016-2025; and effective and transparent functioning of the National Social Protection Council.
- Strengthen the functioning of the NSSF to effectively deliver on its expanded role and integration into new Social Security Operator arrangement.
- Through strategic research and access to other country experience, promote gender-sensitive digital and other relevant means for contributions to social protection schemes by informal workers and the self-employed.

Significant Outputs

Output 2.2.1: Social Protection Law adopted and implemented

Output 2.2.2: Social Protection Policy Framework 2016-2025 implemented, promoted, monitored, and evaluated

Output 2.2.3: National Social Protection Council operating effectively and transparently, with provision for social partner engagement

Output 2.2.4: Gender-responsive NSSF action plan developed and implemented, including integration into new Social Security Operator arrangement

Output 2.2.5: Gender-responsive social protection investment policy/strategy adopted through a process of social dialogue and investment decisions made in accordance with the policy/strategy through a transparent and inclusive process

Output 2.2.6: NSSF data and information is accessible to the general public

Key Cambodian partners for delivery of Outcome 2.2: MEF, Social Protection Council, NSSF, employer's and worker's organisations

Key international partners: FAO, UNICEF, WHO

| Indicators | Targets |
|---|---|
| Gender-responsive legislative and policy frameworks in place and operational to strengthen sustainability, transparency, coordination and equity of social protection system, with active engagement of employers' and workers' organizations | <ul style="list-style-type: none"> • By 2020, Social Protection Law adopted with social partner engagement and attention to gender dimensions • By 2023, Social Protection Law and related policy frameworks operational and resourced • By 2023, Social Protection Policy Framework 2016-2025 implemented, promoted, monitored, and evaluated |
| Gender-responsive governance and delivery systems and plans in place and operational to strengthen sustainability, transparency, coordination and equity of social protection system, with active engagement of employers' and workers' organizations | <ul style="list-style-type: none"> • By 2020, composition of National Social Protection Council expanded to include gender-balanced representation from employers' and workers' organizations • By 2020, composition of the new Governing Body of the National Social Security Fund expanded to include gender-balanced representation from the government, and employers' and workers' organisations • By 2020, NSSF action plan developed with social partner engagement and implementation measures • By 2020, NSSF report, including financial statements, is made available to the general public • By 2023, gender-responsive social protection investment policy/strategy adopted through a process of social dialogue, with investment decisions made in accordance with the policy/strategy through a transparent and inclusive process |

Outcome 2.3: More women, men, youth and vulnerable groups have access to safe and healthy working conditions

Links with SDGs 3.8, 3.9, 5, and 8.8 and 16

Links with Rectangular Strategy IV:

Strategic Goal 2: Includes 'improvement in working conditions...'

Links with UNDAF: Outcomes 2.1 and 4.3

Links with ILO Programme and Budget: Outcomes 2 and 7

Lead implementing agencies: MoLVT, CAMFEBA and workers' organizations

Strategies and measures for delivery of outcome

As summarized in the country overview, OSH policy, systems and capacities require ongoing strengthening to reduce and prevent occupational accidents and diseases. Due to the particularly serious nature of OSH-related issues in Cambodia's rapidly growing construction sector, OSH promotion and capacity development in this area was a priority under the previous DWCP. This prioritization continues under the current DWCP, alongside the wider focus on strengthening the effectiveness of the national OSH policy and institutional framework as a whole. ILO technical and capacity development engagement with constituents to this end will build on previous experience and lessons to prioritize the following principle strategies and measures:

- Strengthen the national policy, planning and standards frameworks which provide the basis for the allocation and targeting of resources and national effort, including through implementation of the 2nd OSH Master Plan and attention to gender considerations.
- Strengthen core elements of national OSH institutional mechanisms by (i) supporting tripartite and bipartite OSH arrangements to operate effectively and transparently at all levels and (ii) continuing to enhance OSH-related capacities of the national labour inspection system through ongoing strategic compliance training and participation in the Better Work Academy OSH programme.
- Specify and address data and analytical gaps through the development of a gender-responsive 2nd OSH National Profile and national asbestos profile.

Significant Outputs⁷⁴

Output 2.3.1: Gender-responsive national OSH legal, institutional and policy frameworks and standards developed/strengthened, promoted and implemented in line with C.155, C.187, P.155 and C.167

Output 2.3.2: 2nd OSH Master Plan implemented, with prioritization of garment/footwear, construction, and entertainment sectors

Output 2.3.3: National OSH system strengthened, with (i) the National Commission on Occupational Safety and Health operating effectively and transparently at all levels and (ii) enhanced gender-responsive OSH-related capacities within the national labour inspection system as a result of awareness raising and training

Output 2.3.4: Gender-responsive 2nd OSH National Profile and a national programme for the systematic and continuous improvement of OSH developed and implemented

Output 2.3.5: National asbestos profile and time-bound action plan developed

Key Cambodian partners for delivery of Outcome 2.3: MoLVT, National Commission on Occupational Safety and Health, employers and workers' organizations and other collaborating institutions

Key international partners: International garment and footwear brands, buyers, investors, ASEAN-OSHNET (regional centre located in Myanmar 2018-2019), international donors in the same field (GIZ, USDOL, Netherlands MoFA, SIDA, Korea and Japan MHLW)

| Indicators | Targets |
|---|--|
| <p>Increased compliance with Core Labour and Occupational Safety and Health Standards</p> <p><i>(UNDAF Indicator 2.2.2 (v))</i></p> | <ul style="list-style-type: none"> By 2023, at least 70% of core conditions met (UNDAF Target 2.2.2 (v)) as result of implementation of 2nd OSH Master Plan and associated measures <p>By 2020:</p> <ul style="list-style-type: none"> Gender-responsive 2nd OSH National Profile and National Asbestos Profile developed New gender-responsive legislative documents on OSH in construction sites developed and disseminated, supported by training and awareness raising for government officials and workers National Commission on Occupational Safety and Health operating effectively and transparently at all levels with active social partner engagement and attention to gender dimensions <p>By 2023:</p> <ul style="list-style-type: none"> At least 75% of MoLVT labour inspectors and relevant managers / supervisors trained on OSH policy, standards, risk assessment and inspection skills, including through (i) the ILO Better Work Academy OSH programme and (ii) trainings delivered to implement strategic plans developed under the ILO labour inspection strategic compliance planning methodology Gender-responsive national OSH policy and standards developed and implemented, with prioritization of garment/footwear, construction, brick manufacturing, and entertainment sectors |
| <p>Percentage increase in the number of reports of accidents in construction industry with further investigation conducted by MoLVT labour inspectors (due to better awareness and access to information)</p> | <ul style="list-style-type: none"> By 2023, at least 10% increase in the number of accidents (fatal and serious) reported directly to MoLVT, with disaggregation by different accident types By 2023, 100% of reported such accidents cases formally investigated |
| <p>Percentage increase in the number of labour / OSH inspections and inspection procedures (notices, work stoppages and sanctions)</p> | <ul style="list-style-type: none"> By 2023, at least 10 % increase in OSH inspections, with increase in number of workplaces that corrected the situation after inspection, fines or lawsuits |

PRIORITY 3
Social dialogue, industrial relations and rights at work improved in line with international labour standards, including for migrant workers

- Cross-cutting policy and programme drivers and accelerators**
- ILS ratification and implementation
 - Social dialogue and tripartism
 - Gender equality & non-discrimination, including on basis of disability and ethnicity
 - Environmental sustainability
 - Institutional and technical capacity development
 - Effective partnerships

UNDAF accelerators:

- Social protection
- Empowered youth
- Quality data

Assumptions:

- All parties commit to tripartite mechanisms/processes
- Arbitration Council role, sustainability and capacities secured
- Continued progress in strengthening social partner capacities
- Trade Union and Labour Laws revised to strengthen compliance with ILS
- Minimum wage extended step-by-step beyond garment/footwear sectors; criteria / evidence basis of MW system strengthened

Outcome 3.1:
 Professional and technical capacities of social partners strengthened, with focus on social dialogue and national policy influence

Outcome 3.2:
 Social dialogue, workplace cooperation, collective bargaining and disputes resolution strengthened and expanded at national, sectoral and enterprise levels

Outcome 3.3:
 Women, men, youth and vulnerable groups enjoy full realization of rights at work

OUTPUTS TO OUTCOMES

IF the strategic research, analytical, advocacy and operational capacities of employers', workers' and entrepreneurs' associations are strengthened; IF the opportunities provided by new technologies are effectively harnessed; IF cooperation on shared priorities is increased among unions at all levels; and IF there are more women in leadership at all levels of employers' and workers' organizations; then social partner effectiveness and influence on national policy development, including gender dimensions, will be greater.

IF tripartite and bipartite mechanisms are effective (including for the latter at enterprise level); IF the Arbitration Council operates effectively and sustainably; and IF the social dialogue and negotiation capacities of employers' and workers' organization are stronger; then social dialogue, workplace cooperation, collective bargaining and disputes resolution will be stronger at all levels.

IF ratified ILS are fully implemented; IF Minimum Wage Law coverage is progressively extended; IF Labour and Trade Union Laws are revised and implemented in line with ILS; IF legal interpretations are clear; IF Labour inspection is effective; IF rights of vulnerable workers/migrant workers are protected; IF child labour is eliminated; and IF workplace sexual harassment is eliminated; then more women, men and vulnerable groups will enjoy realization of their rights at work.

Key Strategies

- Social dialogue and tripartite cooperation as core drivers all aspects of DWCP implementation
- Leveraging the influence of ILS and ILO supervisory mechanisms
- Strengthening the voice of social partners in legislative/policy development and DWCP governance
- Extension of bipartite dialogue mechanisms in strategic sectors (e.g. tourism, construction and agri-industry) and at enterprise level in the garment and footwear sectors
- Targeted approaches to maximise impact, with focus in next 5 years on the rights of vulnerable/informal workers (including migrant, domestic, entertainment and construction workers)

Risks & mitigation measures

Tripartism undermined by insufficient commitment by all parties
(Risk: Low)
 Rural and smaller employers face challenges in meeting extended MW requirements
(Risk: High. Mitigate via active engagement with CAMFEBA on proposed new sectors and step-by-step approach over time)

Challenges remain for union representation of members under trade Union Law
(Risk: Medium. Mitigate through active social dialogue on proposed changes to the law and concerted joint focus on implementation of the FoA Roadmap)

Resources to build capacity for social dialogue, workplace cooperation and collective bargaining are insufficient for the needs
(Risk: Medium. Mitigate through proactive identification of resource needs and joint planning between ILO and constituents to address these, including via role of the IMC-NEP)

Priority 3: Social dialogue, industrial relations and rights at work improved in line with international labour standards, including for migrant workers

Outcome 3.1: Professional and technical capacities of social partners strengthened, with focus on social dialogue and national policy influence

Links with SDG 5 and 16.7

Links with CSDGs: Goal 16, Indicator 16.3.1; Target 16.7

Links with Rectangular Strategy IV:

Strategic Goal 2: Includes ‘improvement in working conditions...’

Links with UNDAF: Intermediate Outcome 4.1

Links with ILO Programme and Budget: Outcome 10

Lead implementing agencies: CAMFEBA and workers’ organizations

Strategies and measures for delivery of outcome

Ensuring that the perspectives and interests of employers’ and workers’ organizations are effectively represented is critical to ensuring that national laws, regulations, policies, strategies and plans meet the needs of all in areas ranging from job creation to skills development and social protection. Inputs into such national processes may take joint (tripartite or bipartite) or individual constituency forms. However, to be effective they inter alia require an effective and well-serviced membership base; evidence-based approaches linked to sound research, strengthened analytical capacities; and proactive utilization of available and emerging technologies.

ILO technical and capacity development engagement with social partners to this end will build on previous experience and lessons. To enhance the strategic impact and coherence of cooperation, annual and longer-term priorities will be jointly developed for ILO technical and capacity support for CAMFEBA and NTUC-DWCP member organisations (collectively and individually). These will be reviewed and updated annually and will emphasize support in the following key areas:

- increased gender-responsive policy influence, voice and effectiveness
- expanded and strengthened services provision to respective memberships
- expansion and enhanced representativeness of respective memberships, including (as appropriate) representation of SMEs, women, youth, informal workers and vulnerable groups
- enhanced capacities to effectively engage with digital economy developments, including through strategic research, social dialogue and pilot initiatives to (i) address the challenges presented by new technologies in workplaces and business e.g. (automation, platform-based economy/employment, gig economy, etc.); and (ii) use emerging technologies to strengthen, services, outreach and influence
- increased voice and representation of women in leadership and senior management, including by (i) facilitating mutual support networks and links with other women’s leadership development initiatives in Cambodia and the region; (ii) leadership development programmes/activities; (iii) strengthening existing women’s and youth committees; and (iv) strategic research on women’s leadership challenges, dynamics and opportunities in Cambodia, linking to existing and planned ILO/BFC initiatives in this respect
- strengthened collective arrangements and dynamics within the NTUC-DWCP as a contribution to DWCP governance as well as wider efforts to enhance collaboration among Cambodia workers’ organizations around shared priorities and interests
- strengthened awareness, understanding and application of ILS, including as a basis for (i) social dialogue and tripartism, particularly C.87, C.98 and C.144 and (ii) enhanced gender equality in the workplace, particularly C.100 and C.111.

Significant Outputs

Output 3.1.1: Increased gender-responsive policy influence, voice and effectiveness of employers' and workers' organisations as a result of strengthened capacities in areas including: (i) strategic planning (including updating existing plans); (ii) research, analysis and policy engagement; (iii) social dialogue, workplace cooperation, collective bargaining and disputes resolution; (iv) understanding of digital economy trends and use of emerging technologies to strengthen outreach, services and influence; and (v) social protection laws and schemes (including contributory aspects)

Output 3.1.2: Expanded and enhanced representativeness of respective memberships, including (as appropriate) representation of SMEs, women, youth, informal workers and vulnerable groups

Output 3.1.3: Increased number of women in leadership and senior management roles at all levels of employers' and workers' organisations

Output 3.1.4: Women's and youth voice and representation increased generally within employers' and workers' organisations, including through expansion and strengthening of relevant committees, processes and agendas

Output 3.1.5: Increased cooperation on shared priorities among unions at all levels, including in coverage and representation of informal workers, with prioritization of construction, tourism and agricultural sectors

Key Cambodian partners for delivery of Outcome 3.1: CAMFEBA and NTUC members

Key international partners: International Organisation of Employers (IOE), IndustriaALL, ITUC

| Indicators | Targets |
|--|---|
| Number of RGC laws, policies and regulations influenced by CAMFEBA and worker organisation research, analysis and policy initiatives | <ul style="list-style-type: none"> By 2023, CAMFEBA and worker organisations within the NTUC-DWCP contribute to development of gender-responsive new/revised labour, trade union, social protection, TVET and labour migration laws and/or policies and regulations |
| Percentage increase in memberships of CAMFEBA and NTUC-DWCP participating unions, including representation of women and youth | <ul style="list-style-type: none"> By 2023, at least 25 % increase in respective memberships of CAMFEBA and NTUC-DWCP participating unions (with focus as appropriate on representation of SMEs, women, youth and informal workers) |
| Number of DWCP initiatives demonstrating input of joint worker organisation initiatives generated by the NTUC-DWCP | <ul style="list-style-type: none"> At least one joint NTUC-DWCP member initiative per year to support DWCP implementation, with focus on policy influence, programmes and services to improve the position of informal workers, with prioritization of construction, tourism and agricultural sectors and incorporation of gender considerations |
| Percentage leadership and senior management roles held by women within CAMFEBA and among NTUC-DWCP members | <ul style="list-style-type: none"> By 2023, at least 30 % of leadership and senior management roles within CAMFEBA and among NTUC-DWCP members held by women |

Outcome 3.2: Social dialogue, workplace cooperation, collective bargaining and disputes resolution strengthened and expanded at national, sectoral and enterprise levels, with increased women's voice and representation

Links with SDGs 5 and 8.8.2

Links with CSDGs: Goal 16, Indicator 16.3.1; Target 16.7

Links with Rectangular Strategy IV:

Strategic Goal 2: Includes 'improvement in working conditions...'

Links with UNDAF: Intermediate Outcomes 2.1 and 4.3

Links with ILO Programme and Budget: Outcome 9 and 10

Lead implementing agencies: MoLVT, Arbitration Council and Foundation, CAMFEBA and workers' organizations

Strategies and measures for delivery of outcome

Social dialogue is at the core of the Decent Work Agenda and DWCP, underpinning all projects and activities in support of the Rectangular Strategy IV, as well as the tripartite governance arrangements for the DWCP itself. Workplace cooperation, collective bargaining and disputes resolution are all manifestations of social dialogue, tripartite and bipartite, at national, sectoral and enterprise levels. Cambodia's achievement of Vision 2030 and 2050 require the commitment, engagement and cooperation of all parts of society, with the tripartite constituents pivotal contributors to shaping the country's future in ways that realize the SDGs and bring benefit for all.

ILO technical and capacity development engagement with constituents to this end will build on previous experience and lessons to prioritize the following strategies and measures:

- Recognising its pivotal role as a tripartite body at the heart of collective disputes resolution, continue to support the Arbitration Council Foundation to further strengthen the Council's role, effectiveness, coverage and sustainability.
- Strengthen the effectiveness and representativeness of the LAC and all tripartite bodies at national, sector and provincial levels, including through the development of relevant constituent capacities.
- In this context, review and strengthen the mechanisms by which constituents contribute to governance and coordination of the DWCP as a whole, leveraging this engagement to influence the strengthening of tripartism more widely.
- Strengthen social dialogue at the sectoral level through the establishment and support of Tripartite Industry Development Forums in selected strategic sectors, with priority on construction, tourism and agro-industry sectors.
- Further strengthen disputes resolution channels for women and men migrant workers through enhancing the effectiveness of the national complaints mechanism; supporting increased use of sanctions where required; and improving the transparency and consistency of services provided by Cambodian recruitment agencies, including introduction of standardized fees and codes of conduct.
- Continue to build on progress in compliance with ILS within the garment and footwear sectors by further increasing (i) the percentage of factories complying with the BFC's 21 critical issues; (ii) the number of factories which have committed to binding arbitration agreements and have implemented effective grievance systems; (iii) the number of factories with effective gender-balanced Performance Improvement Consultative Committees (PICCs) to address issues in the workplace; and (iv) the number of women workers who participate in women's transformative leadership training.

Significant Outputs

Output 3.2.1: Resolution of collective industrial disputes increased and expanded beyond garment and footwear sectors as result of strengthened role, coverage and sustainability of Arbitration Council

Output 3.2.2: Effectiveness, representativeness and gender balance of LAC and all tripartite bodies strengthened at national, sector and provincial levels, including increased tripartite contribution to the governance and coordination of the DWCP as a whole.

Outputs 3.2.3: Tripartite cooperation strengthened at sector level through establishment of gender-balanced Industry Development Forums in selected sectors, with priority on construction, tourism and agro-industry sectors

Output 3.2.4: Rate of resolution of women and men migrant workers' complaints increased through further strengthening of national complaints mechanism, application of disputes resolution guidelines and increased use of sanctions where required

Output 3.2.5: Increased transparency and consistency of services provided Cambodian recruitment agencies as result of introduction of standardized fees and application of 'Guiding principles for Codes of Conduct'

Output 3.2.6: Increased compliance with ILS within the garment and footwear sectors as a result of (i) more factories meeting the BFC's 21 critical issue requirements and committing to binding arbitration agreements and effective grievance systems; (ii) expansion of gender-balanced PICCs to address issues in the workplace; and (iii) more women workers participating in women's transformative leadership and supervisory training.

Key Cambodian partners for delivery of Outcome 3.2: ACRA, Arbitration Council and Foundation, LAC, MoLVT, CAMFEBA and workers' organizations.

Key international partners: International garment and footwear brands, buyers and investors; international donors in the same field (GIZ, USDOL, Netherlands MoFA, SIDA); ACT (Action, Collaboration, Transformation) and other global platforms campaigning to improve labour rights and working conditions within the global garment supply chain.



| Indicators | Targets |
|---|---|
| <p>Number and proportion of cases of disputes/complaints involving female and male workers, including migrant workers, that are submitted to grievance mechanisms and successfully resolved, disaggregated by sex of complainants</p> <p><i>(UNDAF Indicator 4.1.2)</i></p> | <p>By 2023:</p> <ul style="list-style-type: none"> • Increased % of cases that have been referred to the Arbitration Council involve women • At least 85% of Arbitration Council cases successfully resolved by 2023 • At least two new provincial MRCs established and operate in integrated manner with national employment services. • At least 85% of the disputed cases involving migrant workers successfully resolved • Practices of private recruitment agencies improved through development of Codes of Conduct and transparent / standardised migrant labour fees. <p><i>(linked to UNDAF Targets under Indicator 4.1.2)</i></p> |
| <p>Percentage of tripartite bodies at national, sector and provincial levels assessed as performing effectively within their respective Terms of Reference</p> | <ul style="list-style-type: none"> • By 2023, at least 80% of tripartite bodies at all levels found to be working effectively by independent review of state of social dialogue and tripartite cooperation in Cambodia • By 2019, DWCP governance structure reviewed, adjusted and strengthened through tripartite dialogue and cooperation, with key considerations including (i) links to the LAC and (ii) effectiveness and coverage of the NTUC-DWCP. • By 2020, LAC role reviewed and reoriented in context of creation of Minimum Wage Council • By 2023, gender-balanced Tripartite Industry Development Forums established in construction, tourism and agro-industry sectors |
| <p>Percentage increase in factory-level compliance within the garment and footwear export sectors on the 21 critical issues of the monitoring programme of Better Factories Cambodia</p> | <p>By 2023</p> <ul style="list-style-type: none"> • At least 50% of factories in the garment and footwear export sectors meet compliance standards on the BFC 21 critical issues • At least 100 additional factories in the garment and footwear sectors have committed to binding arbitration agreements and have implemented effective grievance systems • At least an additional 100 factories have effective gender-balanced Performance Improvement Consultative Committees (PICCs) responsible for addressing issues in the workplace • Female participants in at least 30% of PICCs in garment and footwear export factories have taken part in women's transformative leadership training |

Outcome 3.3: Women, men, youth and vulnerable groups enjoy full realization of rights at work

Links with SDGs 5, 8.7

Links with CSDGs: Goal 16, Indicator 16.3.1; Target 16.7

Links with Rectangular Strategy IV:

Strategic Goal 2: Includes 'improvement in working conditions...'

Links with UNDAF: Intermediate Outcome 2.1 and 4.3

Links with ILO Programme and Budget: Outcomes 2 and 9

Lead implementing agencies: MoLVT, CAMFEBA and workers' organizations

Strategies and measures for delivery of outcome

In line with the ILO's global mandate and RGC commitments, the DWCP is a rights-based programme, underpinned by International Labour Conventions and standards. As summarized in the country overview, Cambodia has ratified 13 international labour standards, including all eight fundamental Conventions and one governance convention (the Employment Policy Convention, 1964 (No. 122)). Cambodia's commitments on gender equality are reinforced by ILO Conventions C.100 and C.111.

The rigorous application of these standards with active engagement of social partners, monitored by the ILO's international supervisory bodies, is the cornerstone of ensuring that women, men, youth and vulnerable groups enjoy full realization of rights at work. In turn, improved enjoyment of rights at work is an important contributor to the competitiveness of Cambodian enterprises, productivity and constructive social dialogue.

ILO technical and capacity development engagement with constituents to this end will build on previous experience and lessons to prioritize the following strategies and measures:

- Conduct a feasibility study to expand the application of the Minimum Wage Law to prioritized sectors.
- Develop related evidence-based minimum wage systems progressively over time beyond the garment and footwear sectors in full consultation with employers' and workers' organizations.
- Strengthen the enabling legislative environment for rights at work by continuing to update / revise the Labour Law and Trade Union Law as necessary to strengthen compliance with ILO Conventions 87 and 98 and other International Labour Standards including C.100 and C.111. Steps in this direction to be further supported by (i) the establishment of a tripartite mechanism to clarify interpretation of the laws where required and (ii) leveraging recommendations of the ILO CEACR (2017) to strengthen the application freedom of association commitments under C.87 through implementation of the Roadmap agreed by tripartite partners in this respect.
- Strengthen the capacity and effectiveness of the National Committee for Monitoring Implementation of Ratified ILO Conventions and establish a suitable process for strategic prioritization of future ratifications.
- Continue implementing the adopted roadmap towards the ratification of Domestic Workers Convention (No. 189, 2011), building on previous work in this regard.
- Continue joint efforts under the ILO / BFC / MoLVT Joint Plan of Action to strengthen the labour inspection system in line with international standards and good practices, including strategic compliance planning and the provision of night services.
- Further develop and strengthen implementation of frameworks for promotion and implementation of rights at work in strategic sectors where vulnerable workers and groups are concentrated, particularly Prakas 194 for workers in the entertainment sector; the development of similar framework for the construction sector; and the National Plan of Action on Reduction in Child Labour and Elimination of Worst Form of Child Labour 2016-2025.
- Build on the experience of BFC in the garment sector to strengthen the national focus on eliminating sexual harassment in the workplace through the development of a national strategy in this regard, linked to implementation of National Action Plan on Violence Against Women.
- Strengthen the analytical and resource base for protection and promotion of rights at work through commissioning gender-responsive research in areas of strategic significance to the achievement of DWCP outcomes and broader Cambodian development priorities. Such areas may include (i) the impact of expanded application of minimum wage application beyond the garment and footwear sectors; (ii) the wider impacts of women's economic empowerment initiatives, including within the garment sector; (iii) the implications for decent work creation and labour rights of digital economy developments; and (iv) the status of Cambodian migrant workers in Thailand fishing industry, with exploration of such research being done jointly with Myanmar.

Significant Outputs

Output 3.3.1: Progressively expanded coverage over time of the Minimum Wage Law, including revision of the law as necessary, in close collaboration with employers' and workers' organisations.

Output 3.3.2: Increased application of international labour standards through Labour Law and Trade Union Law revision and implementation in line with ILO Conventions 87 and 98 and other International Labour Standards, including (i) implementation of recommendations of the ILO CEACR (2017) on freedom of association, including through the agreed Roadmap in this respect; (ii) prioritization of implementation of C.100 and C.111; and (iii) establishment of a tripartite mechanism to clarify interpretation of the laws where necessary; and (iv) strengthening the capacity and effectiveness of the National Committee for Monitoring Implementation of Ratified ILO Conventions.

Output 3.3.3: Increased coverage and effectiveness of the labour inspection system, including through strategic compliance planning and provision of night services

Output 3.3.4: Increased promotion and protection of the rights of domestic workers through the implementation of the adopted roadmap towards the ratification of Convention 189 concerning Domestic Workers

Output 3.3.5: Increased promotion and protection of rights of workers in the entertainment sector through implementation of Prakas 194 as well as Prakas 086 and related guidelines on HIV in the workplace

Output 3.3.6: Development of framework for promotion and protection of rights of women and men workers in the construction sector

Output 3.3.7: The prevalence of child labour reduced in all areas as result of the implementation, monitoring and evaluation of the National Plan of Action on Reduction in Child Labour and Elimination of Worst Forms of Child Labour 2016-2025.

Output 3.3.8: Sexual harassment and gender-based violence in the workplace reduced as result of the development and implementation of a national strategy, linked to implementation of National Action Plan on Violence Against Women

Key Cambodian partners for delivery of Outcome 3.3: CDC,⁷⁶ MoC, MoLVT, MAFF, National Minimum Wage Council, National Child Labour Council

Key international partners: UNAIDS, UNICEF, UNOCHR, UNW, USAID

| Indicators | Targets |
|--|---|
| <p>Inclusion of women and disadvantaged groups secured via labour market legal and policy reforms in line with International Labour Standards</p> <p><i>(UNDAF Indicator 2.3.3)</i></p> | <ul style="list-style-type: none"> By 2023, Labour Law, Trade Union Law or Minimum Wage Law or its implementing regulation reviewed /revised/ updated/introduced and implemented with social partner engagement and attention to gender, disability, ethnicity and other disadvantaged group considerations <i>(links to UNDAF Targets 2.3.3, (i), (ii) and (iii))</i> |
| <p>Number of strategies, frameworks, plans and institutional mechanisms established and implemented to promote enforcement of labour rights in the workplace, including with respect to gender equality and sexual harassment, OSH, informal sector workers and child labour</p> | <p>By 2023</p> <ul style="list-style-type: none"> Roadmap on ILO CEACR recommendations (2018) on freedom of association implemented Strategy developed to prioritize future ratifications of International Labour Conventions, with priority consideration of C.144 (Tripartite Consultation) and C.187 (OSH) Labour inspection system reform completed in line with ILO/BFC/MoLVT Joint Action Plan, including strategic compliance planning, OSH and provision of night services Prakas 194 for workers in the entertainment sector implemented; similar framework developed for construction sector National Plan of Action on Reduction in Child Labour and Elimination of Worst Forms of Child Labour 2016-2025 implemented, monitored and evaluated Roadmap towards the ratification of Convention 189 concerning Domestic Workers ratified and plan for implementation adopted |

| | |
|---|---|
| | <ul style="list-style-type: none">• By 2023, national strategy developed, resourced and implemented to eliminate sexual harassment in the workplace.• By 2023, national strategy developed, resourced and implemented to promote and protect rights of women migrant workers |
| Number of sectors covered by the Minimum Wage Law | <ul style="list-style-type: none">• By 2023, feasibility study to expand the application of the Minimum Wage Law to prioritized sectors completed |



10. DWCP MANAGEMENT AND TRIPARTITE GOVERNANCE

10.1 Tripartite governance of the DWCP

Tripartite governance (oversight, coordination, monitoring, planning and review) is a core part of the DWCP as stated in the 2016 ILO Resolution on Advancing Social Justice through Decent Work. Effective governance of DWCPs by tripartite constituents is both vital for national ownership and is part of and contributes to wider tripartite and social dialogue processes.

The ILO DWCP Guidebook (Version 4) describes DWCP governance as “the practices and processes undertaken to ensure that programmes are managed effectively and efficiently. DWCP governance entails developing and operating systems and methods through agreed institutional arrangements with ILO constituents.” In the Cambodia context, DWCP governance is exercised through the DWCP tripartite Sub-Committee of the Inter-Ministerial Committee for the National Employment Policy (IMC-NEP). The Government focal point is the MoLVT. Employers participate through CAMFEBA, while workers’ organisations participate through the National Trade Union Council for the DWCP (NTUC-DWCP). The latter body consists of the representatives of 15 national union federations / confederations.⁷⁵

The sub-committee meets annually for a tripartite DWCP review and planning process chaired by the Minister of Labour. The review is based on a comprehensive annual report on DWCP progress, gaps, lessons and good practices prepared by ILO Joint Projects Office with constituent input. As well as monitoring and reviewing past and present DWCP implementation, the sub-committee prioritizes implementation in the coming year and adjusts outputs, indicators and targets in light of experience and changing circumstances. The latter may include available resourcing.

Through its role and membership, the sub-committee links to other tripartite bodies at national and subnational and sector levels, for example the LAC, NSSF Board and OSH committees.

A further important component of DWCP governance is the Project Advisory Committee (PAC) structure. Such committees are established on a tripartite basis, with additional expertise as necessary, at a project level. They provide oversight, advice, coordination, planning and other support to the implementation of development cooperation projects operating under the DWCP with international donor funding. The PAC for the Better Factories Cambodia (BFC) programme is the longest established of such committees. With the increased emphasis on joint programming as part of the UN “Delivering as One,” the UN Joint Programme (UNJP) on Youth Employment provides a multi-agency model of project oversight and management, coordinated by the ILO.

In the course of the current DWCP, a review of tripartite governance arrangements will be conducted (refer to Target under Outcome 3.2: By 2019, DWCP governance structure reviewed, adjusted and strengthened through tripartite dialogue and cooperation, with links to the LAC a key consideration).

The review will examine the current Terms of Reference and effectiveness of the sub-committee; its links with the LAC and other tripartite bodies; the format and regularity of meetings; the agenda setting and servicing arrangements; constituent involvement and sense of ownership; the links between the sub-committee and Projects Advisory Committees; and whether a revised structure would enhance DWCP governance. The relevant approaches and experience of other countries will be taken into consideration.

75 Key functions of the NTUC-DWCP are: (1) Coordinating with its members and other relevant unions to collect information, data and other inputs on the progress of DWCP; (2) Preparing progress reports on the implementation by trade unions of the DWCP on a regular basis; (3) Participating and providing recommendations on the implementation of DWCP in the annual tripartite review of the DWCP; (4) Recommending strategic and corrective action to emerging challenges and issues being faced in the implementation of DWCP from workers’ perspective; (5) Following up and ensuring the execution of union action towards common agenda and union strategies under the DWCP; (6) Seeking to promote and engage effectively in social dialogue with the employers and the Government on key labour matters and labour policy issues in the context of DWCP; (7) Cooperating with ILO, development partners and international unions to mobilize technical and financial resources for the more effective implementation of DWCP; (8) Taking part in monitoring and evaluation of the programmes and projects under the DWCP; (9) Generating institutional support to facilitate uptake, replication and sustainability of the relevant mechanisms, processes and outputs resulting from activities of the country programme, ILO projects and initiatives; (10) Acting on other related matters, arising from DWCP implementation, as mutually agreed upon among the members.

10.2: DWCP management and implementation

As well as participating in the DWCP governance structure and process outlined above, the RGC and social partners actively participate in DWCP implementation at all levels and at all stages of the programming cycle, including through the provision of resources, both financial and/or in-kind, in line with their own priorities, strategies and plans.

The MoLVT plays the primary focal point role for the DWCP within the Cambodia government system, including the convening and coordination of multi-stakeholder consultation meetings on DWCP matters as necessary. The strengthening of coordination, knowledge sharing and synergies between relevant government Ministries and agencies on the one hand, and between the tripartite constituents on the other, is an underpinning priority of the DWCP.

Within the ILO, DWCP oversight and implementation is led and coordinated by the Country Office (Bangkok) for Thailand, Cambodia and Lao PDR. Active support, including through regular country visits, is provided by the ILO Decent Work Team (DWT) for East and South-East Asia and the Pacific; the Regional Office for Asia and the Pacific (ROAP); and ILO Headquarters in Geneva.

Within this framework, the ILO National Coordinator based in the Joint Projects Office (JPO) in Phnom Penh provides the primary focal point for DWCP implementation and relations at country level.

Cross-cutting programme implementation outcome:

More Cambodia women, men, youth and vulnerable groups in Cambodia in decent work as result of (i) expanded DWCP partnerships and (ii) improved data, monitoring and reporting on the status of decent work in Cambodia, including on implementation of SDG 8 and other decent work components of the SDGs

Indicator 1: Proportion of DWCP activity covered by joint programme arrangements with other international development partners.

Target 1: By 2023, at least 50 % of DWCP activity conducted through joint programme arrangements.

Indicator 2: Progress in implementation of all SDG decent work indicators and targets is reflected in Cambodia's international SDG monitoring and reporting, including in Cambodia's National Voluntary Report to the HLPF in 2019.

Target 2: By 2023, Cambodia's international and domestic SDG monitoring and reporting covers all 18 SDG indicators for which the ILO has sole or joint custodial responsibility⁷⁶

Indicator 3: Increased availability of Labour Market Information (LMI) and analysis to support decent work promotion, formalization of the economy, the targeting of employment services and TVET prioritization.

Target 3: At least 2 Labour Force Surveys conducted during DWCP period, with inclusion of child labour component.

Indicator 4: National legislative, policy and programmatic development informed by increased availability of research and analytical products on the status of decent work in Cambodia, including through (i) the work programme of the Labour Institute of the MoLVT; (ii) targeted strategic research under the DWCP; and (iii) the leveraging of data from BFC monitoring and other DWCP programmes and projects.

Target 4 (i): By 2020, MoLVT Labour Institute established and operational.

Target 4 (ii): By 2023, at least 2 strategic research projects conducted under the DWCP, and findings disseminated.

Target 4 (iii): By 2023, evidence of national policy and regulatory settings being influenced by data generated by BFC and other programmes / projects under the DWCP .

76 SDG targets for which the ILO is the custodial agency has responsibility jointly with other agencies: Goal 1 (Targets 1.1, 1.3, and 1.a); Goal 4 (Target 4.3); Goal 5 (Target 5.5); Goal 8 (Targets 8.2, 8.3, 8.5-8.8, 8.b); Goal 10 (Targets 10.4 and 10.7); Goal 14 (Target 14.c); Goal 16 (Target 16.10)

11. CROSS-CUTTING POLICY/ PROGRAMME DRIVERS AND ACCELERATORS

11.1 Cross-cutting Policy Drivers

In line with ILO commitments under its Programme and Budget 2019-2020, the following Cross-cutting Policy Drivers are mainstreamed and elaborated across the preceding priorities and associated outcomes, indicators and targets. They will underpin DWCP and project design, implementation, monitoring and evaluation:

- the ongoing ratification and implementation of international labour standards
- social dialogue and tripartite cooperation, with active participation and commitment by all national constituents key to the achievement of programme outcomes
- gender equality and non-discrimination, including through (i) increased women's leadership, voice, representation within national constituent organizational structures and (ii) implementation of the Cambodia National Disability Strategic Plan 2014-2018
- promotion of an environmentally sustainable world of work; (linked to implementation within the Cambodian context of the ILO Green Initiative).

In addition, the following also underpin the delivery of the DWCP:

- Institutional and technical capacity development at all levels; and
- Development of effective partnerships between (i) the ILO and national constituents; (ii) the constituents themselves; and (iii) the ILO and other international partners, including within the context of the UNDAF.

11.2: UNDAF accelerators

The Cambodia UNDAF 2019-2023 further identifies four accelerators that aim to trigger positive multiplier effects across the UNDAF outcomes and the SDGs. These will be applied by all UN agencies in Cambodia to (i) promote complementary approaches and leverage the work of each agency for shared results; (ii) pool expertise where this can yield the best results; (iii) enhance joint work to build stronger partnerships and recognize the strength of diversity; (iv) eliminate overlap and duplication; and (v) achieve greater synergy and efficiencies.

Accelerator 1: Strengthening capacity for implementation of the National Social Protection Policy Framework towards poverty eradication in Cambodia

Accelerator 2: Improving nutrition for sustained economic growth and equitable development benefits.

Accelerator 3: Youth: Empowering youth to realise their full potential, and Cambodia to reap its demographic dividend

Accelerator 4: Ensuring greater availability and use of high quality disaggregated data for sustainable development

Accelerators 1, 3 and 4 are particularly relevant to the DWCP and are reflected in DWCP outcomes, outputs, indicators and targets. The impacts and lessons of applying the accelerators will be an important part of the ILO's contribution to the wider efforts and engagement of the UNCT in Cambodia.

12. CROSS-DWCP SYNERGIES AND LINKAGES

A key finding of the review of the DWCP 2016-2018 was that the efficiency, effectiveness and impact of implementation is multiplied by synergies and linkages between the various parts of the overall programme. A key focus of implementation in the period 2019-2023 will be strengthening of such synergies through:

- regular review of this factor by the DWCP tripartite Sub-Committee of the Inter-ministerial Committee for the National Employment Policy (IMC-NEP)
- inclusion of this factor in the Terms of Reference for DWCP reviews and project evaluations
- active interaction between the relevant staff in the ILO Regional and Country Offices.

13. RESOURCING DWCP IMPLEMENTATION

Cambodia's graduation to Lower Middle-Income Country status, eventual graduation from LDC status and an expected longer term decline in ODA flows⁷⁷ will affect the availability and composition of financing for development. Realizing Cambodia's aspiration to reach Upper-Middle Income Country status by 2030, in combination with implementing the 2030 Agenda, will require the government to mobilise and manage a broader and more diverse range of public as well as private development finance flows.⁷⁸

In line with the ILO's internationally-mandated role and comparative advantages, the resourcing of DWCP implementation will come from a combination of RGC, ILO regular budget and extra-budgetary sources. Cognizant of the close correlation between national ownership, sustainable capacity building and national budget allocations, the DWCP is formulated with the expectation that national budget planning will progressively reflect its jointly identified priorities in the long-term.

Known extra-budgetary resources obtained in the context of agreed development cooperation projects are listed in the DWCP Results Framework. Where there are funding gaps in enabling DWCP implementation, the ILO will work with constituents and other partners to mobilize resources both internally and from development partners. In addition, it is mutually agreed that social partners will commit their own human and other resources in support of agreed joint DWCP priorities to the extent possible.

In this context, key resourcing priorities during implementation of the DWCP 2019-2023 will be:

- Consideration of phased increases in RGC national budget commitments in DWCP priority areas to strengthen national ownership and long-term sustainability.
- Strengthened ILO collaboration with UNCT members and other international development partners active in DWCP priority areas to (i) enhance long-term joint planning and programme delivery, with priority on joint UN programming for youth employment and social protection; (ii) maximize efficiencies in the use of available resources; (iii) deepen relations with potential donors and (iv) enhance programme impact.
- Further development of South-South Cooperation modalities as a key source of resources, knowledge and skills.
- Strengthened linkages between the various components of the DWCP to improve internal programme synergies and efficiencies.

77 Cambodia Development Finance Assessment, Cambodian Rehabilitation and Development Board and Council for the Development of Cambodia, 2017
78 UNCT (2018). United National Development Assistance Framework. Phnom Penh

14. PARTNERSHIPS FOR DWCP IMPLEMENTATION

The core partnerships underpinning the DWCP are those between the ILO, the MoLVT, CAMFEBA and the national trade union confederations and federations which make-up the NTUC-DWCP.

This core is supplemented by partnerships developed with:

- other RGC ministries, departments and agencies
- other international development agencies, including under the auspices of the UNCT and UNDAF
- international and local NGOs and other actors active in DWCP priority areas.

Lead national implementing partners are listed under each DWCP Outcome and in the DWCP Results Framework.

The ILO will engage to the extent possible in key joint mechanisms of the UNCT programme coordination architecture in Cambodia. Priority such mechanisms are the M&E Task Force; the Programme Management Team (PMT); the UN Communications Group; the Operations Management Team; the Leadership and Innovation Group; relevant UN Theme Groups; and results groups on expanding social opportunities (group 1) and expanding economic opportunities (group 2).

Such engagements on a highly selective and prioritized basis will provide opportunities to (i) expand ILO outreach, (ii) more strongly integrate the DWCP into UNDAF implementation, (iii) strengthen synergies and mutual benefit and (iv) tap into broader UN resources and services.

15. KNOWLEDGE SHARING

The generation and sharing of knowledge related to decent work in Cambodia is a core component of the DWCP. This occurs in various ways, including:

- in the course of interaction between the National Constituents and between ILO specialists and Cambodian counterparts
- in the context of research, studies, reviews, evaluations and knowledge products supported under the DWCP
- as part of training processes, seminars and workshops
- among ILO staff engaged in supporting DWCP implementation, including drawing on other country knowledge.

Ensuring the quality and effectiveness of knowledge sharing will be a priority focus in DWCP planning, implementation, monitoring and evaluation during 2019-2023.

16. MONITORING, EVALUATION, LEARNING AND REPORTING

Effective monitoring and evaluation, linked to continuous learning and reporting, are critical to the successful implementation of the DWCP. To this end, the following measures will be taken:

- Independent mid-term and end-of-term and DWCP reviews, synchronized with similar processes under the UNDAF.
- Independent evaluation of development cooperation projects, including their contribution to the achievement of overall DWCP outcomes.
- The development and regular updating of a DWCP Monitoring Plan. On this basis an annual DWCP progress report will be compiled by the ILO Joint Projects Office, with active input by constituents. Such report will provide the primary basis for annual DWCP review and planning meetings of the tripartite Sub-Committee of the Inter-Ministerial Committee for the National Employment Policy (IMC-NEP).
- Regular review of findings of recent programme and project reviews and evaluations and consideration of their relevance and application to ongoing DWCP implementation.
- Engagement with the UNDAF M&E Task Force.
- Maintaining an overview of other relevant ILO thematic and multi-country evaluations and their implications for DWCP implementation in Cambodia.
- Based on the above, making decisions via the tripartite IMC-NEP DWCP Sub-committee on adjustments required to ensure continued relevance, effectiveness and impact of DWCP implementation (such adjustments will particularly apply as necessary at Indicator and Target level).

Reporting on DWCP implementation and lessons will feed into both the UNDAF annual report to the RGC and the Government's global reporting on SDG implementation. The ILO will report internally on DWCP implementation in accordance with its own requirements and procedures.

Strengthening the M&E capacities of Cambodian National Constituents will be a priority of capacity development support provided under the DWCP.

An increase in the regularity of the Labour Force Surveys will provide an important source of sex-disaggregated data against which DWCP implementation can be assessed and adjusted as necessary.

17. ADVOCACY AND COMMUNICATIONS

Evidence-based advocacy for decent work is an important part of the ILO's role at country level. Such advocacy is carried out in the context of dialogue and cooperation with National Constituents and other partners. It is informed by relevant research, other country experience and the findings of programme reviews and evaluations.

The ILO National Coordinator in Cambodia will collaborate with the UNCT Communications Group to ensure that profile is given to DWCP activities and results within the wider UN communications strategy.

Key messages in ILO advocacy and communications include:

- the contribution of International Labour Conventions, social dialogue and SDG 8 to promoting inclusive and sustainable development in Cambodia
- the centrality of the Decent Work Agenda to achieving the SDGs and Cambodia's national development priorities and objectives
- the unique and value-adding nature of the ILO's tripartite membership base, including with respect to the shaping and implementation of inclusive, sustainable and equitable national policies, strategies and plans.

18. RISK ANALYSIS AND MANAGEMENT

Achieving the DWCP outcomes will depend on the following:

- The political will and commitment of the RGC, including the allocation of national budget support over time for DWCP outcomes; and
- The commitment of social partners and other key stakeholders to work towards shared goals

In this context, three key assumptions underpin the DWCP for the period 2019-2023.

- Continued political stability and continuation of the current major policy directions.
- Continued economic and employment growth.
- Continued commitment on the part of the RGC and the social partners to inclusive and equitable economic growth which leaves nobody behind.

A number of risks which underpin DWCP design are detailed under each Priority. Among these are:

Priority 1

- Decline in competitiveness of garment/footwear sectors, including as a result of the potential loss of EBA access to EU markets.
- Financial sector instability and the impact of the property boom in Cambodia.
- Impact of slowdown in other key economies, especially China.
- RGC institutional capacity and efficiency gaps.
- Lack of opportunity / space for citizen engagement .
- Impact of climate change and environmental degradation including on rural employment and infrastructure.

Priority 2

- More equitable distribution of social protection expenditure held back by in-built bias towards formal sector worker coverage
- RGC institutional capacity and efficiency gaps, especially sub-nationally.
- Lack of coordination across the social protection systems and among international development partners.
- Data gaps undermine monitoring, planning and delivery.
- Women, informal workers and vulnerable groups do not fully benefit from new/extended schemes.

Priority 3

- Tripartism undermined by insufficient commitment by all parties.
- Rural and smaller employers unable to meet extended minimum wage requirements.
- Challenges remain for union representation of members.
- Resources and commitment to build capacity for social dialogue, workplace cooperation and collective bargaining are insufficient.

Each of these, along with other risks that emerge, will require close and regular monitoring with a view to the consideration of appropriate mitigation measures by the IMC-NEP, the ILO Joint Projects Office in Cambodia, and the ILO Country Office (Bangkok) for Cambodia, Lao PDR and Thailand.

While the DWCP assumes an increasing level over time of national budgetary support for the agreed outcomes, it also recognizes (i) the RGC's fiscal space limitations in the face of multiple competing priorities and (ii) the longer term projected decline of ODA and other international development funding flows. Accordingly, the Priorities, Outcomes, Indicators and Targets of the DWCP have been prudently developed by the national constituents with regard to known and likely sources of funding.

As stated previously, where funding gaps for DWCP implementation exist, the national partners and ILO will act together to mobilize resources. Nonetheless, an inability to secure the necessary financing for certain aspects of the DWCP remains a risk.



ANNEXES

- I. KEY REFERENCES FOR DWCP FORMULATION
- II. CAMBODIA'S RATIFICATION OF INTERNATIONAL LABOUR CONVENTIONS
- III. DEVELOPMENT COOPERATION PROJECTS SUPPORTING DWCP IMPLEMENTATION
(AS OF JANUARY 2019)
- IV. BALI DECLARATION: 16TH ASIA AND THE PACIFIC ILO REGIONAL MEETING, 2016
(SELECTED ILO ACTIONS)
- V. TERMS OF REFERENCE FOR DWCP GOVERNANCE MECHANISM
- VI. DWCP RESULTS FRAMEWORK

Annex I: Key references for DWCP formulation

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Annex II: Cambodia's ratification of International Labour Conventions

As of January 2019, Cambodia had ratified 13 Conventions, as follows. 12 were in force, no Convention had been denounced and 1 instrument has been abrogated.

| Fundamental Conventions (8 of 8) | | |
|--|-------------|--------------|
| C029 - Forced Labour Convention, 1930 (No. 29) | 24 Feb 1969 | In force |
| C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) | 23 Aug 1999 | In force |
| C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) | 23 Aug 1999 | In force |
| C100 - Equal Remuneration Convention, 1951 (No. 100) | 23 Aug 1999 | In force |
| C105 - Abolition of Forced Labour Convention, 1957 (No. 105) | 23 Aug 1999 | In force |
| C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) | 23 Aug 1999 | In force |
| C138 - Minimum Age Convention, 1973 (No. 138) Minimum age specified: 14 years | 23 Aug 1999 | In force |
| C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) | 14 Mar 2006 | In force |
| Governance (Priority) Conventions (1 of 4) | | |
| C122 - Employment Policy Convention, 1964 (No. 122) | 28 Sep 1971 | In force |
| Technical Conventions (4 of 177) | | |
| C004 - Night Work (Women) Convention, 1919 (No. 4) Abrogated by decision of the International Labour Conference at its 106th Session (2017) | 24 Feb 1969 | Not in force |
| C006 - Night Work of Young Persons (Industry) Convention, 1919 (No.6) | 24 Feb 1969 | In force |
| C013 - White Lead (Painting) Convention, 1921 (No. 13) | 23 Aug 1999 | In force |
| C150 - Labour Administration Convention, 1978 (No. 150) | 23 Aug 1999 | In force |

Annex III: Development cooperation projects supporting DWCP implementation⁷⁹

| No. | Project Name | Project Description | End date |
|-----|--|---|--|
| 1 | BFC Better Factories Cambodia (Main donors: RGC, GMAC, GIZ, USDOL, Netherlands/MoFA, Better Work) | BFC helps the garment industry improve working conditions and compliance while enhancing its competitiveness through unannounced factory monitoring visits and offering a growing range of training and advisory services for workers, union leaders, supervisors and factory managers. | 31/12/2019 (To be extended to 2022) |
| 2 | C-BED Community-based Enterprise Development to strengthen grassroots activities targeting vulnerable workers and business owners in the informal economy (Main donor: Japan SSNF) | The project improves the ability of tripartite partners and social safety net providers in Cambodia to provide low cost, sustainable programmes for business skills development, secure finance, and rights protection. Project partners will receive technical assistance to augment the ILO Community-Based Enterprise Development (C-BED) training tools. | 30/04/2019 |
| 3 | LSGSC–WAGE Labour Standards in Global Supply Chains: A programme of action for Asia and the garment sector (Main donor: Germany/BMZ) | The Project produces knowledge and tools which can be used by the social partners at the factory, national, regional and global levels to improve labour market governance and working conditions throughout the globalized supply chain. Cambodia, Indonesia and Pakistan are particular beneficiary countries. In Cambodia, the project focuses on the minimum wage fixing and promotion of freedom of association and harmonised industrial relations. | 31/03/2019 |
| 4 | OSH Enhancing Occupational Safety and Health Standards in Construction Sector in Cambodia (Main donor: Japan/MHLW) | The Project improves safety and health of construction workers in Cambodia through effective implementation of policy and legal framework in construction sector, and promotes and shares best practices on OSH through training and capacity building programmes and promote high quality agreements. | 31/03/2020 |

| No. | Project Name | Project Description | End date |
|-----|--|---|--|
| 5 | <p>SOCPRO</p> <p>1. Supporting the implementation of sustainable social protection floors for the workers and their families in ASEAN (Phase II)</p> <p>2. Achieving SDGs and ending poverty through Universal Social Protection.</p> <p>(Main donors: Korea, China)</p> | <p>The project extends social protection to uncovered women and men, particularly in non-standard form of work; building capacity for national constituents; promotion of knowledge sharing; awareness-raising activities and support for national dialogue on social protection. It supports the National Social Security Fund in expanding employment injury and health insurances and in developing & implementing pension schemes for workers, and the national social protection policy framework.</p> | 31/12/2019 |
| 6 | <p>SKILLS</p> <p>Strengthening Skills Development in Cambodia, Lao PDR and Myanmar through South- South and Triangular Cooperation</p> <p>(Main donor: China/MoHRSS)</p> | <p>The Project supports a long-term skills development for decent employment growth. Its support is through action research, standards development, skills training and public employment services.</p> | 30/04/2019 |
| 7 | <p>TRIANGLE in ASEAN Programme</p> <p>Tripartite Action to enhance the contribution of Labour Migration to Growth and Development in ASEAN</p> <p>(Main donor: Australia/DFAT, Global Affair Canada/GAC)</p> | <p>The TRIANGLE in ASEAN Programme goal is to maximize the contribution of labour migration to equitable, inclusive and stable growth in ASEAN, with the three main focuses on protection, development, and mobility. The project carries out interventions in six countries -Cambodia, Lao PDR, Malaysia, Myanmar, Thailand and Vietnam.</p> | 30/08/2025 |
| 8 | <p>UNJP</p> <p>United Nations Joint Programme “UNited for Youth Employment in Cambodia”</p> <p>(ILO as the convening and administrative agent)</p> <p>(Main donor: Switzerland/SDC, Sweden/ SIDA, IBSA Trust Fund)</p> | <p>The programme promotes decent and productive employment opportunities for Cambodian youth, through providing the quality formal and non-formal education including volunteerism to develop relevant technical and vocational skills; equipping them with adequate entrepreneurial and business skills to create and develop sustainable enterprises; and helping them reduce their exposure to discrimination at work while raising their awareness of rights; and how to promote these at work.</p> | 31/08/2019 (To be extended to 2024) |

| No. | Project Name | Project Description | End date |
|-----|--|--|------------|
| 9 | <p>SAFE & FAIR</p> <p>Realizing Women Migrant Workers' Rights and opportunities in the ASEAN region Programme (ILO-UNW Joint Program)</p> <p>(Main donor: EU/Spotlight Initiative)</p> | <p>The programme aims to address women migrant workers' vulnerabilities to violence and trafficking, strengthen rights-based and gender-responsive approaches to violence against women and labour migration governance and support access to essential services in 10 member states of ASEAN. The programme focuses on three areas of assistance: (1) Improving the frameworks that govern labour migration and ending violence against women; (2) Improving access to information and services for women migrant workers and opportunities for them to network and organise; and (3) Improving data, knowledge and attitudes on the rights and contributions of women migrant workers.</p> | 31/12/2022 |



Annex IV: Bali Declaration: 16th Asia and the Pacific ILO Regional Meeting, 2016

Selected ILO Actions of most relevance to the Cambodia DWCP:

- Paragraph 8: Enhance labour migration policies based on relevant international labour standards.
- Para 15: Decent Work Country Programmes, designed and implemented in consultation with the social partners. Country programmes should be actioned and regularly updated in line with the Bali Declaration, constituent needs and progress towards the 2030 Sustainable Development Agenda;
- Para 16: A campaign to promote the ratification and implementation of fundamental labour standards;
- Para 17: Building capacity of constituents to effectively contribute to decent work for sustainable and inclusive development through enhanced social dialogue and collective bargaining;
- Para 18: Data-driven and evidence-based research to inform improved labour and employment policy development, including on issues related to the future of work;
- Para 19: Better data collection and reporting on the status of the world of work, with particular emphasis on labour relations and employers' and workers' organisations;
- Para 20: Technical advice to strengthen labour market institutions, in consultation with member States and social partners;
- Para 21: Programmatic assistance to promote an enabling environment for the development and creation of sustainable enterprises;
- Para 22: Strengthening capacity-building programmes for employers' and workers' organisations.

In addition, the Bali Declaration Para 11 calls for "extending social protection, including by establishing sustainable social security systems and by establishing, maintaining and upgrading social protection floors comprising basic social security guarantees based on the Social Protection Floors Recommendation, 2012 (No. 202)."

Annex V: Terms of reference for DWCP governance mechanism⁷⁹

Ministry of Labour and Vocational Training: No. 190

PRAKAS ON THE ESTABLISHMENT OF INTER-MINISTERIAL COMMITTEE FOR EXAMINING AND DEVELOPING NATIONAL EMPLOYMENT POLICY

Selected sections on governance and oversight of the DWCP:

ARTICLE 3:

The Inter-Ministerial Committee for Examining and Developing National Employment Policy has the following roles and duties:

c. Examining and Providing Recommendations on Decent Work Country Programme for Cambodia:

- Examine and provide recommendations on the process of developing and implementing Decent Work Country Programme for Cambodia (DWCP);
- Examine and provide recommendations on the implementation of DWCP on an annual basis;
- Prepare progress reports on the implementation of DWCP on a regular basis;
- Follow up and ensure the implementation of DWCP;
- Take part in monitoring and evaluation of the programmes and projects under DWCP;
- Cooperate with ILO and development partners to mobilize technical and financial resources for the more effective implementation of DWCP;
- Examine and implement other activities pertinent to DWCP when and as needed.

ARTICLE 5:

The Inter-Ministerial Committee has five Sub-Committees and one Secretariat to assist in the effective undertaking of duties as set out in Article 3 above. The five Sub-Committees include:

1. Sub-Committee for Increasing Decent and Productive Employment Opportunities
2. Sub-Committee for Enhancing Skills and Human Resource Development
3. Sub-Committee for Enhancing Labour Market Governance
4. Sub-Committee for Reporting on the Application of International Labour Standards
5. Sub-Committee for Decent Work Country Programme for Cambodia

ARTICLE 6:

Each Sub-Committee has the composition, roles and duties as follows:

e. Sub-Committee for Decent Work Country Programme for Cambodia

- Coordinate with its members and relevant institutions to collect official documents, information, data and other inputs for providing recommendations on the process of developing and implementing the Decent Work Country Programme for Cambodia (DWCP) to the Inter-Ministerial Committee;
- Organize a workshop to review the DWCP on an annual basis;
- Prepare progress reports on the implementation of DWCP on a regular basis and submit to the Inter-Ministerial Committee;
- Assist in follow-up and ensuring the implementation of DWCP within the established workplan and budget;
- Participate in the monitoring and evaluation of the programmes and projects under the DWCP;
- Promote the cooperation with the ILO, other UN agencies and development partners to mobilize technical and financial assistance for the more effective implementation of DWCP;
- Prepare reports on its performance and submit to the Secretariat for consolidation and reporting to the Inter-Ministerial Committee;
- Carry out other relevant tasks as assigned by the Chair of the Inter-Ministerial Committee.

Annex VI: Results Framework for Cambodia Decent Work Country Programme 2019-2023

Priority 1: More women, men, youth and vulnerable groups in Cambodia have access to decent and productive work as a result of increased economic diversification, productivity, competitiveness and development of digital economy

| | | Integrated Resource Requirements | |
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| | | Estimated to be available (US\$) | To be mobilized (US\$) |
| DWCP Outcome 1.1: More women, men, youth and vulnerable groups in formal employment | Means of verification: CSES / LFS MRD reports/administrative data on indigenous group certification CDC, MoLVT, MEF, MIH, MAFF and NEA reports/ administrative data | Key national partners: MoLVT CDC MEF MIH MOC MAFF MoEYS MRD NEA CAMFEBA Workers' organisations | |
| | | 0.5 million | 1.5 million |

| Links to RS IV | Links to UNDAF | Links to SDGs | Links to ILO P&B outcomes |
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| <p><u>Rectangle 2:</u> Economic diversification, particularly “preparation for the digital economy and Fourth Industrial Revolution.”</p> <p><u>Rectangle 3:</u> Private sector and market development, particularly “job market development” and “promoting SMEs and entrepreneurship.”</p> <p><u>Rectangle 4:</u> Inclusive and sustainable development, particularly “promotion of agriculture sector and rural development,” including strengthening the role of agriculture in generating jobs.</p> | <p><u>Outcome 2:</u> By 2023, women and men in Cambodia, in particular the marginalized and vulnerable, benefit from expanded opportunities for decent work and technological innovations; and participate in a growing, more productive and competitive economy, that is also fairer and environmentally sustainable.</p> <p><u>Sub-Outcome 2.1:</u> More women and men have decent work both in waged and self-employment, are protected by labour standards, and have higher skills in a progressively formalizing labour market, and high levels of employment are maintained.</p> <p><u>Sub-Outcome 2.2:</u> Public institutions, businesses and entrepreneurs drive improved economic productivity and competitiveness, greater innovation and adoption of new technology and resilience to shocks.</p> <p><u>Sub-Outcome 2.3:</u> Social norms, policies, laws and institutions promote economic inclusion, especially of women, people with disabilities, women and men living in remote areas and the extreme poor.</p> | <p><u>Goal 1:</u> End poverty, reduce inequality.</p> <p><u>Goal 5:</u> Achieve gender equality, empower women and girls.</p> <p><u>Goal 8:</u> Promote full and productive employment and decent work for all.</p> <p><u>Goal 9:</u> Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p> <p><u>Goal 10:</u> Reduce inequality within and among countries</p> | <p><u>Outcome 1:</u> More and better jobs for inclusive growth and improved youth employment prospects, particularly <u>Indicator 1.6.</u></p> <p><u>Outcome 4:</u> Promoting sustainable enterprises, specifically <u>Indicator 4.2.</u></p> <p><u>Outcome 5:</u> Decent work in the rural economy, <u>Indicators 5.1, 5.2 and 5.3.</u></p> <p><u>Outcome 6:</u> Formalization of the informal economy, <u>Indicators 6.1, 6.2 and 6.3.</u></p> |
| <p>Indicator 1.1.1: Employment to population ratio: (i) men/women; (ii) youth (15–30) men/women; (iii) PNH / other rural/urban. (<i>UNDAF Indicator 2.1.1</i>)</p> | <p>Baselines:</p> <p>(i) T= 81.3%, M=86.7%, F=76.3% (CSES 2017) (ii) T=78.75, M=81.8%, F=75.4% (CSES 2017) (iii) PP=72.0%, Rural=83.7%, Other Urban=77.4% (CSES 2017)</p> | <p>Targets:</p> <p>By 2023, (i) Base + 0.1% annually (ii) Base + 0.5% annually (iii) Base + 0.1% annually</p> | |

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| <p>Indicator 1.1.2:</p> <p>Number of gender-responsive initiatives taken to (i) develop or revise and (ii) implement national employment generation frameworks and programmes</p> | <p>Baselines:</p> <p>IDP, NEP and Agricultural Master Plan in place (January 2019).</p> <p>4 provinces selected for model NEP implementation in 2019-20</p> <p>Garment/Footwear Strategy to be adopted in 2019</p> <p>UNJP: One phase already implemented (2018)</p> <p>Job centres in place in 13 provinces (2018)</p> <p>Starting from zero base (2018)</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2020, specific measures and targets adopted to expand rural employment through the IDP, NEP and Agricultural Master Plan (links to UNDAF Indicators and Targets 2.2.1 and 2.2.2) By 2023, model NEP implemented in at least 8 provinces (links to UNDAF Indicator and Target 2.2.1(iii)). By 2023, major components of Garment and Footwear Sector Development Strategy 2019-2025 implemented, including promotion of 'flow-on' linkages to local enterprise development and establishment of the Private Garment and Footwear Industry Advisory Committee (links to UNDAF Indicator and Target 2.2.2 (vi)). By 2023, 2 phases of UN Joint Programme on Youth Employment completed, with engagement by female and male youth in design, implementation and review of programme and activities. By 2023, NEA services and labour market programmes available to women and men in all provinces. By 2023, at least one gender-responsive strategic research product to support development and implementation of national employment frameworks. |
| <p>Indicator 1.1.3:</p> <p>Number of indigenous communities which have improved livelihoods as a result of decent work opportunities associated with communal land ownership and increased national voice and representation.</p> | <p>Baseline:</p> <p>120 indigenous communities registered as legal entities and 25 obtained collective land titles (January 2018)</p> <p>No national indigenous peoples' representative body in place (January 2019).</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, at least two indigenous communities with established land rights have implemented local livelihoods action plans, with attention to gender and non-discrimination dimensions. By 2023, National Indigenous Peoples' Council established and operational, reaching gender-parity in its composition. |

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| <p>DWCP Outcome 1.2: More women, men, youth and vulnerable groups have improved competencies (skills, knowledge and behaviour) to meet labour market needs in the context of the 4th Industrial Revolution</p> | <p>Means of verification:</p> <p>TVETMIS/CSES</p> <p>MoEYS, MoT, MoLVT, and NEA</p> <p>ILO (SAFE And FAIR) and IFAD reports</p> <p>Royal Gazette</p> | <p>Key national partners:</p> <p>MoLVT</p> <p>MoEYS</p> <p>MEF</p> <p>NEA</p> <p>MoT</p> <p>NTB</p> <p>CAMFEBA</p> <p>Workers' organizations</p> <p>IAG-M</p> <p>Sector Skills Councils when established</p> | <p>Integrated Resource Requirements</p> <table border="1"> <tr> <td data-bbox="172 324 555 593"> <p>Estimated to be available (US\$)</p> <p>3 million</p> </td> <td data-bbox="172 91 555 324"> <p>To be mobilized (US\$)</p> <p>2.5 million</p> </td> </tr> </table> | <p>Estimated to be available (US\$)</p> <p>3 million</p> | <p>To be mobilized (US\$)</p> <p>2.5 million</p> |
| <p>Estimated to be available (US\$)</p> <p>3 million</p> | <p>To be mobilized (US\$)</p> <p>2.5 million</p> | | | | |
| <p>Links to RS IV</p> <p><u>Rectangle 1:</u> Human resource development, particularly "technical training, improving gender equity and social protection."</p> | <p>Links to UNDAF</p> <p><u>Outcome 2:</u> By 2023, women and men in Cambodia, in particular the marginalized and vulnerable, benefit from expanded opportunities for decent work and technological innovations; and participate in a growing, more productive and competitive economy, that is also fairer and environmentally sustainable.</p> <p><u>Sub-Outcome 2.1:</u> More women and men have decent work both in waged and self-employment, are protected by labour standards, and have higher skills in a progressively formalizing labour market, and high levels of employment are maintained.</p> | <p>Links to SDGs</p> <p><u>Goal 1:</u> End poverty, reduce inequality.</p> <p><u>Goal 4:</u> Ensure quality education, promote lifelong learning:</p> <p><u>Goal 5:</u> Achieve gender equality, empower women and girls.</p> <p><u>Goal 8:</u> Promote full and productive employment and decent work for all.</p> | <p>Links to ILO P&B outcomes</p> <p><u>Outcome 1:</u> More and better jobs for inclusive growth and improved youth employment prospects, particularly <u>Indicator 1.6.</u></p> <p><u>Outcome 4:</u> Promoting sustainable enterprises, specifically <u>Indicator 4.2.</u></p> | | |
| <p>Indicator 1.2.1:</p> <p>Numbers of women and men benefiting from (i) TVET programmes; (ii) apprenticeship programmes (iii) entrepreneurship training; and (iv) employment services.</p> <p>(Adapted from UNDAF Indicator 2.1.3)</p> | <p>Baselines:</p> <p>(i) 49,680: F 50%/M 50% (2017-2018)</p> <p>(ii) TBC</p> <p>(iii) 6,276: 50%/50% (2018)</p> <p>(iv) (1) Number of job seekers registered at NEA 1,6527: F 7963/ M 8564 (2018)</p> <p>(2) Number of job seekers employed 5650: F 3178/ M 2472 (2018)</p> <p>(3) Number of job seekers received pre-employment and soft-skill training 2925: F1710/M1215 (2018)</p> | <p>Targets:</p> <p>(i), (ii) (iii) and (iv): base plus 20% by 2023</p> <p>(iv) (1) base plus 50% in 2023; (2) base plus 60% in 2023; (3) base plus 30% in 2023 (<i>UNDAF targets 2.1.3 (i), (ii), (iii) and (iv)</i>).</p> | | | |

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| <p>Indicator 1.2.2: Number of gender-responsive legislative and policy initiatives to strengthen TVET quality and coverage (Links to UNDAF Indicator 2.2.2 (iv))</p> | <p>Baselines: As of January 2019, TVET Law not yet in place. National Policy Framework on Education and TVET in place; apprenticeship / internships policy in place.</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, the following adopted / implemented: TVET Law; National Policy Framework on Education and TVET; Apprenticeship / Internships Policy (<i>links to UNDAF Target 2.2.2 (iv)</i>). |
| <p>Indicator 1.2.3: Number of competency standards in place</p> | <p>Baseline: 88 competency standards packages (for 88 occupations) in place (for automotive, construction, electrical, ICT/business and tourism sectors; (MoLVT/MoT, 2018). Zero baseline (2018)</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, at least 100 competency standards packages in place and being applied (with related training and testing arrangements) in prioritized areas, with attention to female intensive occupations. By 2023, 10% of formal TVET training programmes include gender-responsive soft skills and digital literacy. |
| <p>Indicator 1.2.4: Number of gender-responsive initiatives within TVET sector to strengthen coordination and capacity of key institutions and other actors</p> | <p>Baseline: Starting from zero base. Starting from zero base Starting from zero base</p> | <p>Targets:</p> <ul style="list-style-type: none"> At least 1 initiative per year to strengthen respective capacities of and coordination between NTB, IAG-M and other relevant actors. By 2023 at least 2 Sector Skills Councils established, with active engagement of social partners. At least 1 initiative per year to increase TVET collaboration between government and private sector, including in (i) resourcing and delivery of training and (ii) prioritization of soft and digital skills development. |

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| <p>CP Outcome 1.3: Decent and productive employment increased through sustainable enterprise and entrepreneurship development</p> | <p>Means of verification:</p> <p>ILO annual progress and project reports, including SAFE And FAIR reports</p> <p>MoLVT, MEF, MoC, MoEYS, MIH, MoWA and, MAFF administrative data</p> <p>CAMFEBA, CWEA and YEAC reports</p> | <p>Key national partners:</p> <p>MoLVT MEF MoEYS MIH MAFF MOC MoWA CAMFEBA CWEA YEAC Workers' organizations FASMEC National Institute of Entrepreneurship & Innovation (NIEI) UNV Liger Leadership Academy Oxfam, Plan and WaterSHED (2018)</p> | <p>Integrated Resource Requirements</p> <table border="1"> <tr> <td>Estimated to be available (US\$)</td> <td>To be mobilized (US\$)</td> </tr> <tr> <td>2 million</td> <td>1 million</td> </tr> </table> | Estimated to be available (US\$) | To be mobilized (US\$) | 2 million | 1 million |
| Estimated to be available (US\$) | To be mobilized (US\$) | | | | | | |
| 2 million | 1 million | | | | | | |
| <p>Links to RS IV</p> <p>Rectangle 2: Economic diversification, particularly “preparation for the digital economy and Fourth Industrial Revolution.”</p> <p>Rectangle 3: Private sector and market development, particularly “job market development” and “promoting SMEs and entrepreneurship.”</p> | <p>Links to UNDAF</p> <p>Outcome 2: By 2023, women and men in Cambodia, in particular the marginalized and vulnerable, benefit from expanded opportunities for decent work and technological innovations; and participate in a growing, more productive and competitive economy, that is also fairer and environmentally sustainable.</p> <p>Sub-Outcome 2.1: More women and men have decent work both in waged and self-employment, are protected by labour standards, and have higher skills in a progressively formalizing labour market, and high levels of employment are maintained.</p> <p>Sub-Outcome 2.2: Public institutions, businesses and entrepreneurs drive improved economic productivity and competitiveness, greater innovation and adoption of new technology and resilience to shocks.</p> | <p>Links to SDGs</p> <p>Goal 1: End poverty, reduce inequality.</p> <p>Goal 5: Achieve gender equality, empower women and girls.</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p> | <p>Links to ILO P&B outcomes</p> <p>Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects, particularly Indicator 1.6.</p> <p>Outcome 4: Promoting sustainable enterprises, specifically Indicator 4.2.</p> | | | | |

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| <p>Indicator 1.3.1: Percentage increase in number of enterprises and cooperatives formally registered, including women owned / run enterprises.</p> | <p>Baselines: 12,796 enterprises registered (MoLVT, 2018). 1,116 cooperatives registered with MAFF (2018). Cambodia Entrepreneurship Day launched in 2018. Zero baseline. Zero baseline. Zero baseline. Zero baseline. Zero baseline. Zero baseline. Zero baseline. 6023 young people reached by C-BED in 2018.⁸⁰ C-BED model applied by MoEYS, MoLVT, MAF, MoT, National Institute of Entrepreneurship & Innovation (NIEI), UNV, Liger Leadership Academy, Oxfam, Plan and WaterSHED (2018). KAB established in 25 secondary schools (1 per province, 2018). ILO/MAFF farmer's cooperative programme active in 5 provinces (2018)</p> | <p>Targets:</p> <ul style="list-style-type: none"> • By 2023, at least 5% increase respectively in number of enterprises and cooperatives formally registered, including women owned/run enterprises. • Cambodia Entrepreneurship Day implemented annually in partnership with MoEYS and UNV, reaching at least 4,000 youth annually. • By 2019, assessment completed of broader impact on families and communities of women's economic empowerment within garment and footwear sectors. • By 2019 ILO Just Transition Guidelines Towards Environmentally Sustainable Economies and Societies for All routinely applied to the development of all enterprise development initiatives. • By 2020, assessment conducted of state of women's entrepreneurship in Cambodia, using ILO WED methodology. • By 2020, at least 1 annual SME good practice award established and attracting applicants and sponsorship. • By 2021, national strategy developed for promotion of women's entrepreneurship. • By 2023, C-BED programme implemented and institutionalised by at least 15 in-country partners and reaching at least 5,000 women and men annually; assessment of sustainable impacts completed. • By 2023, KAB established in at least 200 secondary schools. • By 2023, ILO/MAFF farmers' cooperative programme active in at least 10 provinces, based on lessons of initial 5-province programme and offering equal opportunities to women and men. |
| | <p>80 ILO, Bangkok: Excluding those being reached directly by partners who have adopted the C-BED model and are applying it independently</p> | |

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| <p>Indicator 1.3.2:</p> <p>Number of policies and regulations related to enterprise and entrepreneurship development demonstrating the influence of national business and entrepreneur associations</p> | <p>Baselines:</p> <p>Starting from zero base</p> <p>Starting from zero base</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, at least 5 relevant policies and regulations demonstrate influence, including attention to gender dimensions. By 2023, CAMFEBA, CWEA and YEAC each conduct at least one gender-responsive policy engagement activity per year as result of strengthened policy influencing capacities. |
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Priority 2: More women, men, youth and vulnerable groups in Cambodia are in safe and healthy work and benefit from quality, effective, efficient and transparent social protection services

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| <p>DWCP Outcome 2.1: More women, men, youth and vulnerable groups in Cambodia have access to quality and effective social protection services, particularly workers in the informal economy</p> | <p>Means of verification:</p> <p>MoEYS and MoSAVY administrative reports</p> <p>MoLVT / NSSF reports / database</p> <p>NSSF / CSES reports</p> <p>Royal Gazette</p> | <p>Key national partners:</p> <p>MoLVT</p> <p>MEF</p> <p>MoSAVY</p> <p>NSSF</p> <p>NSPC</p> <p>CAMFEBA</p> <p>Workers' organizations</p> | <p>Integrated Resource Requirements</p> <table border="1"> <tr> <td data-bbox="810 327 1136 595"> <p>Estimated to be available (US\$)</p> </td> <td data-bbox="810 94 1136 327"> <p>To be mobilized (US\$)</p> <p>2 million</p> </td> </tr> </table> | <p>Estimated to be available (US\$)</p> | <p>To be mobilized (US\$)</p> <p>2 million</p> |
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| Links to RS IV | Links to UNDAF | Links to SDGs | Links to ILO P&B outcomes |
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| <p><u>Rectangle 1:</u> Human resource development, particularly “technical training, improving gender equity and social protection.”</p> | <p><u>Outcome 1:</u> By 2023, women and men in Cambodia, in particular marginalized and vulnerable populations, have their basic (economic and social) needs addressed equitably as they benefit from and utilize expanded quality social services and social protection in a more resilient, fairer and sustainable society,</p> <p><u>Sub-Outcome 1.3:</u> Public and private sectors sustainably increase and diversify domestic resources for social services and social protection, especially for marginalized and most vulnerable populations,</p> | <p><u>Goal 1:</u> End poverty, reduce inequality, particularly Target 1.3 (Implement nationally appropriate social protection systems and measures for all).</p> <p><u>Goal 3:</u> Ensure healthy lives and promote wellbeing for all at all ages.</p> <p><u>Goal 5:</u> Achieve gender equality, empower women and girls.</p> <p><u>Goal 8:</u> Promote full and productive employment and decent work for all.</p> <p><u>Goal 10:</u> Reduce inequality within and among countries.</p> | <p><u>Outcome 3:</u> Creating and extending social protection floors, particularly <u>Indicators 3.1 and 3.3.</u></p> |
| <p>Indicator 2.1.1:</p> <p>Proportion of population covered by social protection floors, by sex, distinguishing children, unemployed persons, populations at risk of HIV, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and vulnerable (SDG1.3.1, UNDAF Indicator 1.3.1)</p> | <p>Baselines:</p> <p>Proportion of working population covered by social insurance schemes (employment injury, health care, maternity, old-age pension and unemployment): 18% (2018).</p> <p>Proportion of the population covered by social health protection schemes – 40% (2019).</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, 30 % of working population covered by social insurance schemes (by sex and including employment injury, health care, maternity, old-age pension & unemployment) (UNDAF Target 1.3.1 (v)). By 2023, 65 % of population covered by social health protection schemes (UNDAF target 1.3.1 (vi)). | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, 30 % of working population covered by social insurance schemes (by sex and including employment injury, health care, maternity, old-age pension & unemployment) (UNDAF Target 1.3.1 (v)). By 2023, 65 % of population covered by social health protection schemes (UNDAF target 1.3.1 (vi)). |
| <p>Indicator 2.1.2:</p> <p>Number of waged and self-employed NSSF participants (by sex, as % of total workforce) (UNDAF Indicator 2.1.2 (ii))</p> | <p>Baseline:</p> <p>17.39% (waged, 2018) 2.31% (self-employed, 2018).</p> <p>Sex-disaggregated data to be provided when available.</p> | <p>Target:</p> <ul style="list-style-type: none"> By 2023: Waged – base plus 9%; self-employed, base plus 3 % (UNDAF Target 2.1.2 (ii)). | <p>Target:</p> <ul style="list-style-type: none"> By 2023: Waged – base plus 9%; self-employed, base plus 3 % (UNDAF Target 2.1.2 (ii)). |

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| <p>Indicator 2.1.3</p> <p>Number of new laws, policies, programmes and mechanisms introduced and implemented to expand social protection coverage, with social partner engagement and attention to informal worker, gender, disability and ethnicity dimensions</p> | <p>Baselines:</p> <p>Social Security and Social Protection Laws in draft form or planned. National Social Protection Policy Framework 2016-2025 in place.</p> | <p>Targets:</p> <ul style="list-style-type: none"> • By 2019, Social Security Law adopted (UNDAF Target 2.1.2 (i)) • By 2020, legal framework adopted to enable expansion of social protection coverage for women and men in the informal economy (<i>UNDAF Target 2.1.2 (iii)</i>). <p>By 2023:</p> <ul style="list-style-type: none"> • Pension scheme introduced (2019) and coverage progressively expanded in line with available resources and capacities to cover women and men workers, personnel serving in the air and maritime transportation and the self-employed . • Social security coverage expanded to the self-employed, personnel serving in the air and maritime transportation, construction workers, tuk tuk drivers and domestic workers. • Arrangements in place for inter-country portability of migrant worker social protection coverage. • Digital and other means developed to promote social protection contributions from under-represented groups such as informal workers, people with disabilities and ethnic communities. • At least 1 annual initiative each by CAMEBA and NTUC-DWCP participating unions to promote gender-responsive social protection to their respective memberships, ensuring gender parity in participation. |
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| <p>CP Outcome 2.2: Social protection system operates in sustainable, transparent, coordinated and equitable manner</p> | <p>Means of verification:</p> <p>Royal Gazette</p> <p>MoLVT, MEF, NSSF and NSP reports</p> | <p>Key national partners:</p> <p>MoLVT MEF NSSF NSPC CAMFEBA Workers' organizations</p> | <p>Integrated Resource Requirements</p> <table border="1"> <tr> <td data-bbox="172 324 387 591"> <p>Estimated to be available (US\$)</p> <p>3 million</p> </td> <td data-bbox="172 91 387 324"> <p>To be mobilized (US\$)</p> <p>3 million</p> </td> </tr> </table> | <p>Estimated to be available (US\$)</p> <p>3 million</p> | <p>To be mobilized (US\$)</p> <p>3 million</p> |
| <p>Estimated to be available (US\$)</p> <p>3 million</p> | <p>To be mobilized (US\$)</p> <p>3 million</p> | | | | |
| <p>Links to RS IV</p> <p><u>Rectangle 1:</u> Human resource development, particularly “technical training, improving gender equity and social protection.”</p> | <p>Links to UNDAF</p> <p><u>Outcome 1:</u> By 2023, women and men in Cambodia, in particular marginalized and vulnerable populations, have their basic economic and social) needs addressed equitably as they benefit from and utilize expanded quality social services and social protection in a more resilient, fairer and sustainable society.</p> <p><u>Sub-Outcome 1.3:</u> Public and private sectors sustainably increase and diversify domestic resources for social services and social protection, especially for marginalized and most vulnerable populations.</p> | <p>Links to SDGs</p> <p><u>Goal 1:</u> End poverty, reduce inequality, particularly Target 1.3 (Implement nationally appropriate social protection systems and measures for all).</p> <p><u>Goal 3:</u> Ensure healthy lives and promote wellbeing for all at all ages.</p> <p><u>Goal 5:</u> Achieve gender equality, empower women and girls.</p> <p><u>Goal 8:</u> Promote full and productive employment and decent work for all.</p> <p><u>Goal 10:</u> Reduce inequality within and among countries.</p> | <p>Links to ILO P&B outcomes</p> <p><u>Outcome 3:</u> Creating and extending social protection floors, particularly <u>Indicators 3.1 and 3.3.</u></p> | | |
| <p>Indicator 2.2.1:</p> <p>Gender-responsive legislative and policy frameworks in place and operational to strengthen sustainability, transparency, coordination and equity of social protection system, with active engagement of employers’ and workers’ organizations.</p> | <p>Baselines:</p> <p>Social Protection Policy Framework in place (2016-2025).</p> <p>Drafting of Social Protection Law planned.</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2020, Social Protection Law adopted with social partner engagement and attention to gender dimensions. By 2023, Social Protection Law and related policy frameworks operational and resourced. By 2023, Social Protection Policy Framework 2016-2025 implemented, promoted, monitored, and evaluated. | | | |

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| <p>Indicator 2.2.2:</p> <p>Gender-responsive governance and delivery systems and plans in place and operational to strengthen sustainability, transparency, coordination and equity of social protection system, with active engagement of employers' and workers' organizations.</p> | <p>Baselines:</p> <p>National Social Protection Council established and operational, but not on tripartite basis.</p> <p>NSSF role expanding, including due to introduction of national pension system in 2019.</p> <p>NSSF financial statement not available to the general public.</p> <p>No social protection investment policy /strategy in place</p> | <p>Targets:</p> <ul style="list-style-type: none"> • By 2020, composition of National Social Protection Council expanded to include gender-balanced representation from employers' and workers' organizations • By 2020, composition of the new Governing Body of the National Social Security Fund expanded to include gender-balanced representation from the government, and employers' and workers' organisations • By 2020, NSSF action plan developed with social partner engagement and implementation measures • By 2020, NSSF report, including financial statements, is made available to the general public • By 2023, gender-responsive social protection investment policy/strategy adopted through a process of social dialogue, with investment decisions made in accordance with the policy/strategy through a transparent and inclusive process |
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| <p>CP Outcome 2.3: More women, men, youth and vulnerable groups have access to safe and healthy working conditions</p> | <p>Means of verification:</p> <p>Department of OSH / MoLVT</p> <p>MoLVT joint labour inspection service reports</p> <p>ILO OSH Project reports</p> <p>ILO/BFC annual reports</p> | <p>Key national partners:</p> <p>MoLVT</p> <p>National Commission on OSH</p> <p>CAMFEBA</p> <p>Cambodia Constructors Association (CCA)</p> <p>Workers' organizations</p> | <p>Integrated Resource Requirements</p> <table border="1"> <tr> <td data-bbox="172 327 523 591"> <p>Estimated to be available (US\$)</p> <p>2.5 million</p> </td> <td data-bbox="172 91 523 327"> <p>To be mobilized (US\$)</p> <p>2.5 million</p> </td> </tr> </table> | <p>Estimated to be available (US\$)</p> <p>2.5 million</p> | <p>To be mobilized (US\$)</p> <p>2.5 million</p> |
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| <p>Links to RS IV</p> <p>Rectangle 1: Human resource development, particularly "technical training, improving gender equity and social protection."</p> | <p>Links to UNDAF</p> <p>Outcome 2, Sub-Outcome 2.1: More women and men have decent work both in waged and self-employment, are protected by labour standards, and have higher skills in a progressively formalizing labour market, and high levels of employment are maintained.</p> | <p>Links to SDGs</p> <p>Goal 3: Ensure healthy lives and promote wellbeing for all at all ages.</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p> | <p>Links to ILO P&B outcomes</p> <p>Outcome 7: Promoting safe work and workplace compliance including in global supply chains; <u>Indicators 7.1, 7.2 and 7.3.</u></p> | | |

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| <p>Indicator 2.3.1: Increased compliance with Core Labour and Occupational Safety and Health Standards (UNDAF Indicator 2.2.2 (v)).</p> | <p>Baselines: 46% of core conditions met (2018). 2nd OSH National Profile and national asbestos profile yet to be developed (2018). Legislative documents on OSH in construction sites yet to be developed (2018). National Commission on Occupational Safety and Health established. 433 MoLVT labour inspectors and relevant managers / supervisors trained on OSH policy, standards, risk assessment and inspection skills (2018). ILO Better Work Academy OSH programme and labour inspection strategic compliance planning training underway (2018). National OSH Policy and associated standards yet to be developed (2018)</p> | <p>Targets:</p> <ul style="list-style-type: none"> • By 2023, at least 70% of core conditions met (UNDAF Target 2.2.2 (v)) as result of implementation of 2nd OSH Master Plan and associated measure • By 2020: Gender-responsive 2nd OSH National Profile and National Asbestos Profile developed. • New gender-responsive legislative documents on OSH in construction sites developed and disseminated, supported by training and awareness raising for government officials and workers. • National Commission on Occupational Safety and Health operating effectively and transparently at all levels with active social partner engagement and attention to gender dimensions. • By 2023: At least 75% of MoLVT labour inspectors and relevant managers/ supervisors trained on OSH policy, standards, risk assessment and inspection skills, including through (i) the ILO Better Work Academy OSH programme and (ii) trainings delivered to implement strategic plans developed under the ILO labour inspection strategic compliance planning methodology. • Gender-responsive national OSH policy and standards developed and implemented, with prioritization of garment/footwear, construction, brick manufacturing, and entertainment sectors. |
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| <p>Indicator 2.3.2:</p> <p>Percentage increase in the number of reports of accidents in construction industry with further investigation conducted by MoLVT labour inspectors (due to better awareness and access to information).</p> | <p>Baselines:</p> <p>No records available on accident investigations in construction sector.</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, at least 10% increase in the number of accidents (fatal and serious) reported directly to MoLVT, with disaggregation by different accident types. By 2023, 100 % of reported such accident cases formally investigated. |
| <p>Indicator 2.3.3:</p> <p>Percentage increase in the number of labour / OSH inspections and inspection procedures (notices, work stoppages and sanctions)</p> | <p>Baseline:</p> <p>9,350 labour/OSH inspections conducted in 2018, with 1,179 remedial actions (warning notices, fines and lawsuits). (MoLVT)</p> | <p>Target:</p> <ul style="list-style-type: none"> By 2023, at least 10 % increase in OSH inspections, with increase in number of workplaces that corrected the situation after inspection, fines or lawsuits. |

Priority 3: Social dialogue, industrial relations and rights at work improved in line with international labour standards, including for migrant workers

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| <p>DWCP Outcome 3.1: Professional and technical capacities of social partners strengthened, with focus on social dialogue and national policy influence</p> | <p>Means of verification:</p> <p>CAMFEBA and NTUC-DWCP member reports and administrative data.</p> | <p>Key national partners:</p> <p>CAMFEBA Workers' organisations</p> | <p>Integrated Resource Requirements</p> <table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Estimated to be available (US\$)</td> <td style="width: 50%;">To be mobilized (US\$)</td> </tr> <tr> <td>0.5 million</td> <td>1 million</td> </tr> </table> | Estimated to be available (US\$) | To be mobilized (US\$) | 0.5 million | 1 million |
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| <p>DWCP contributes to quality and inclusiveness of progress across all aspects of RS IV</p> | <p><u>Outcome 4:</u> By 2023, women and men, including the underrepresented, marginalized and vulnerable, benefit from more transparent and accountable legislative and governance frameworks that ensure meaningful and informed participation in economic and social development and political processes.</p> <p><u>Sub-Outcome 4.1:</u> By 2023, women and men, including the underrepresented, marginalized and vulnerable, enjoy their human right to participate, directly and through representative organizations, in public and civic affairs through collaborative decision-making processes and to monitor public programmes, seek accountability from democratic institutions, and access functional grievance mechanisms.</p> <p><u>Sub-Outcome 4.3:</u> By 2023, laws and policies meet international norms and standards, and are effectively implemented and monitored, addressing the rights of the most vulnerable, including children, and providing opportunities and secure democratic space for women and men to exercise political rights, freedom of expression, association and assembly.</p> | <p><u>Goal 1:</u> End poverty, reduce inequality, particularly Target 1.3 (Implement nationally appropriate social protection systems and measures for all).</p> <p><u>Goal 5:</u> Achieve gender equality, empower women and girls.</p> <p><u>Goal 8:</u> Promote full and productive employment and decent work for all.</p> <p><u>Goal 9:</u> Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.</p> <p><u>Goal 16:</u> Promote peace, justice and strong institutions at all levels.</p> | <p><u>Outcome 10:</u> Strong and representative employers' and workers' organizations, particularly <u>Indicators 10.1, 10.2 and 10.3</u></p> |
| <p>Indicator 3.1.1:</p> <p>Number of gender-responsive RCG laws, policies and regulations influenced by CAMFEBA and worker organization research, analysis and policy initiatives.</p> | | <p>Baselines:</p> <p>Key existing laws subject to revision during DWCP period are Labour and Trade Union Laws. Laws in draft form or planned include Social Security and Social Protection. TVET law proposed.</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, CAMFEBA and workers' organizations within the NTUC-DWCP contribute to development of new/ revised gender-responsive labour, trade union, social protection, TVET and labour migration laws and/or policies and regulations. |

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| <p>Indicator 3.1.2: Percentage increase in memberships of CAMFEBA and NTUC-DWCP participating unions, including representation of women and youth.</p> | <p>Baselines: As of January 2018, CAMFEBA had 263 individual companies as Ordinary Members, 9 Business Associations as Association Members, and 31 non-profit organizations as Associate Members. Collectively, CAMFEBA represents over 2000 businesses, unionized and non-unionized NTUC-DWCP: TBC (2018)</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, at least 25 % increase in respective memberships of CAMFEBA and NTUC-DWCP participating unions (with focus as appropriate on representation of SMEs, women, youth and informal workers). | | | | |
| <p>Indicator 3.1.3: Number of DWCP initiatives demonstrating input of joint worker organization initiatives generated by the NTUC-DWCP .</p> | <p>Baseline: Starting from zero base.</p> | <p>Targets:</p> <ul style="list-style-type: none"> At least one joint NTUC-DWCP member initiative per year to support DWCP implementation, with focus on policy influence, programmes and services to improve the position of informal workers, with prioritization of construction, tourism and agricultural sectors, and incorporation of gender considerations. | | | | |
| <p>Indicator 3.1.4: Percentage leadership and senior management roles held by women within CAMFEBA and among NTUC-DWCP members.</p> | <p>Baseline: CAMFEBA: TBC. NTUC-DWCP: Estimated at approximately 20 % (2018)</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, at least 30 % of leadership and senior management roles within CAMFEBA and among NTUC-DWCP members held by women. | | | | |
| <p>DWCP Outcome 3.2: Social dialogue, workplace cooperation, collective bargaining and disputes resolution strengthened and expanded at national, sectoral and enterprise levels</p> | <p>Key national partners: MoLVT ACRA Arbitration Council and Foundation LAC CAMFEBA Workers' organizations</p> | <p>Integrated Resource Requirements</p> <table border="1"> <tr> <td>Estimated to be available (US\$)</td> <td>To be mobilized (US\$)</td> </tr> <tr> <td>1 million</td> <td>1 million</td> </tr> </table> | Estimated to be available (US\$) | To be mobilized (US\$) | 1 million | 1 million |
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| <p>Means of verification: MoLVT administrative data NORMLEX/ILO Information System on International Labour Standards ILO CEACR reports BFC annual factory compliance reports TRIANGLE Project / MRC reports LAC records</p> | | | | | | |

| Links to RS IV | Links to UNDAF | Links to SDGs | Links to ILO P&B outcomes |
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| <p>DWCP contributes to quality and inclusiveness of progress across all aspects of RS IV.</p> | <p><u>Outcome 2, Sub-Outcome 2.1:</u> More women and men have decent work both in waged and self-employment, are protected by labour standards, and have higher skills in a progressively formalizing labour market, and high levels of employment are maintained.</p> <p><u>Outcome 4:</u> By 2023, women and men, including the underrepresented, marginalized and vulnerable, benefit from more transparent and accountable legislative and governance frameworks that ensure meaningful and informed participation in economic and social development and political processes.</p> <p><u>Sub-Outcome 4.1:</u> By 2023, women and men, including the underrepresented, marginalized and vulnerable, enjoy their human right to participate, directly and through representative organizations, in public and civic affairs through collaborative decision-making processes and to monitor public programmes, seek accountability from democratic institutions, and access functional grievance mechanisms.</p> <p><u>Sub-Outcome 4.3:</u> By 2023, laws and policies meet international norms and standards, and are effectively implemented and monitored, addressing the rights of the most vulnerable, including children, and providing opportunities and secure democratic space for women and men to exercise political rights, freedom of expression, association and assembly.</p> | <p><u>Goal 1:</u> End poverty, reduce inequality, particularly Target 1.3 (Implement nationally appropriate social protection systems and measures for all).</p> <p><u>Goal 5:</u> Achieve gender equality, empower women and girls.</p> <p><u>Goal 8:</u> Promote full and productive employment and decent work for all.</p> <p><u>Goal 16:</u> Promote peace, justice and strong institutions at all levels.</p> | <p><u>Outcome 2:</u> Ratification and application of international labour standards, particularly <u>Indicators 2.1, 2.2 and 2.3.</u></p> <p><u>Outcome 7:</u> Promoting safe work and workplace compliance including in global supply chains, particularly <u>Indicators 7.1, 7.2 and 7.3.</u></p> <p><u>Outcome 8:</u> Protecting workers from unacceptable forms of work, particularly <u>Indicators 8.1, 8.2 and 8.3.</u></p> <p><u>Outcome 9:</u> Promoting fair and effective labour migration policies, particularly <u>Indicator 9.1.</u></p> |

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| <p>Indicator 3.2.1: Number and proportion of cases of disputes/complaints involving female and male workers, including migrant workers, that are submitted to grievance mechanisms and successfully resolved, disaggregated by sex of complainants (UNDAF Indicator 4.1.2).</p> | <p>Baselines: As of 2018, ACF had received 2,765 cases affecting over 1.07 million workers, with 73.2 percent case resolution success rate. 73% of AC cases successfully resolved in 2018: F 80% / M 20%. 11 MRCs (2018). 70% of migrant worker cases successfully resolved in 2018 (MoLVT). Zero baseline.</p> | <p>Targets: By 2023:</p> <ul style="list-style-type: none"> Increased % of cases that have been referred to the Arbitration Council involve women At least 85% of Arbitration Council cases successfully resolved by 2023. At least two new provincial MRCs established and operate in integrated manner with national employment services. At least 85% of the disputed cases involving migrant workers successfully resolved Practices of private recruitment agencies improved through development of Codes of Conduct and transparent / standardised migrant labour fees. <p><i>(linked to UNDAF Targets under Indicator 4.1.2)</i></p> |
| <p>Indicator 3.2.2: Percentage of tripartite bodies at national, sector and provincial levels assessed as performing effectively within their respective Terms of Reference .</p> | <p>Baseline: Key tripartite bodies for the DWCP are the Minimum Wage Council, the Arbitration Council, the Governing Body of the National Social Security Fund, the National Training Board, the 8th Working Group on Labour and Industrial Relations, the National Commission on Occupational Safety and Health and the National Committee for Monitoring Implementation of Ratified ILO Conventions. No overall performance effectiveness data currently exists. Tripartite Industry Development Forums not yet established in construction, tourism and agro-industry sectors</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, at least 80% of tripartite bodies at all levels found to be working effectively by independent review of state of social dialogue and tripartite cooperation in Cambodia By 2019, DWCP governance structure reviewed, adjusted and strengthened through tripartite dialogue and cooperation, with key considerations including (i) links to the LAC and (ii) effectiveness and coverage of the NTUC-DWCP. By 2020, LAC role reviewed and reoriented in context of creation of Minimum Wage Council By 2023, gender-balanced Tripartite Industry Development Forums established in construction, tourism and agro-industry sectors |

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| <p>Indicator 3.2.3: Percentage increase in factory-level compliance within the garment and footwear export sectors on the 21 critical issues of the monitoring programme of Better Factories Cambodia.</p> | <p>Baselines:</p> <p>44 % of monitored factories met compliance standards in BFC 2017-2018 reporting period.</p> <p>20 factories signed binding Unfair Labour Practice MOUs in 2016-2017, which include binding arbitration</p> <p>164 garment export factories have bipartite (PICC) committees (January 2019).</p> <p>Female participants from 21 garment factories took part in women's transformative leadership training in 2018.</p> | <p>Targets:</p> <p>By 2023:</p> <ul style="list-style-type: none"> At least 50% of factories in the garment and footwear export sectors meet compliance standards on the BFC 21 critical issues. At least 100 additional factories in the garment and footwear sectors have committed to binding arbitration agreements and have implemented effective grievance systems. At least an additional 100 factories have effective gender-balanced bipartite committees responsible for addressing issues in the workplace. Female participants in at least 30% of Performance Improvement Consultative Committees (PICCs) in garment and footwear export factories have taken part in women's transformative leadership training. | | |
| <p>DWCP Outcome 3.3: Women, men, youth and vulnerable groups enjoy full realization of rights at work</p> | <p>Means of verification:</p> <p>NORMLEX/ILO Information System on International Labour Standards.</p> <p>ILO CEACR reports.</p> <p>BFC annual factory compliance reports.</p> <p>Reports of TRIANGLE II and Safe & Fair projects.</p> <p>MoLVT records.</p> <p>Arbitration Council records.</p> <p>Minimum Wage Council records</p> <p>CAMFEBA and NTUC-DWCP members.</p> | <p>Key national partners:</p> <p>MoLVT CDC MoC MAFF National Minimum Wage Council, National Child Labour Council CAMFEBA Workers' organizations</p> | | |
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| <p>DWCP contributes to quality and inclusiveness of progress across all aspects of RS IV.</p> | <p><u>Outcome 2, Sub-Outcome 2.1:</u> More women and men have decent work both in waged and self-employment, are protected by labour standards, and have higher skills in a progressively formalizing labour market, and high levels of employment are maintained.</p> <p><u>Outcome 4:</u> By 2023, women and men, including the underrepresented, marginalized and vulnerable, benefit from more transparent and accountable legislative and governance frameworks that ensure meaningful and informed participation in economic and social development and political processes.</p> <p><u>Sub-Outcome 4.1:</u> By 2023, women and men, including the underrepresented, marginalized and vulnerable, enjoy their human right to participate, directly and through representative organizations, in public and civic affairs through collaborative decision-making processes and to monitor public programmes, seek accountability from democratic institutions, and access functional grievance mechanisms.</p> <p><u>Sub-Outcome 4.3:</u> By 2023, laws and policies meet international norms and standards, and are effectively implemented and monitored, addressing the rights of the most vulnerable, including children, and providing opportunities and secure democratic space for women and men to exercise political rights, freedom of expression, association and assembly.</p> | <p>Links to all SDG targets for which the ILO is the custodial agency has responsibility jointly with other agencies:</p> <p>Goal 1 (Targets 1.1, 1.3, and 1.a) Goal 4 (Target 4.3) Goal 5 (Target 5.5) Goal 8 (Targets 8.2, 8.3, 8.5-8.8, 8.b) Goal 10 (Targets 10.4 and 10.7) Goal 14 (Target 14.c) Goal 16 (Target 16.10)</p> | <p><u>Outcome 2:</u> Ratification and application of international labour standards, particularly <u>Indicators 2.1, 2.2 and 2.3.</u></p> <p><u>Outcome 7:</u> Promoting safe work and workplace compliance including in global supply chains, particularly <u>Indicators 7.1, 7.2 and 7.3.</u></p> <p><u>Outcome 8:</u> Protecting workers from unacceptable forms of work, particularly <u>Indicators 8.1, 8.2 and 8.3.</u></p> <p><u>Outcome 9:</u> Promoting fair and effective labour migration policies, particularly <u>Indicator 9.1.</u></p> |

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| <p>Indicator 3.3.1: Inclusion of women and disadvantaged groups secured via labour market legal and policy reforms in line with International Labour Standards (UNDAF Indicator 2.3.3)</p> | <p>Baselines: Labour Law, Trade Union Law and Minimum Wage Law in place</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, Labour Law, Trade Union Law or Minimum Wage Law or its implementing regulation reviewed/ updated/introduced and implemented with social partner engagement and particular attention to gender, disability, ethnicity and other disadvantaged group considerations (<i>links to UNDAF Targets 2.3.3, (i), (ii) and (iii)</i>). |
| <p>Indicator 3.3.2: Number of strategies, frameworks, plans and institutional mechanisms established and implemented to promote enforcement of labour rights in the workplace, including with respect to gender equality and sexual harassment, OSH, informal sector workers and child labour.</p> | <p>Baseline: Roadmap on ILO CEACR recommendations in place (2018). Ratification strategy not yet in place. ILO/BFC/MoLVT Joint Action Plan in place (2018). Prakas 194 in place (2018). National Plan of Action on Reduction in Child Labour and Elimination of Worst Form of Child Labour 2016-2025 in place. Roadmap toward the ratification of Convention 189 concerning Domestic Workers in place ILO convention on domestic workers (C.189) not yet ratified (2018).</p> | <p>Targets:</p> <ul style="list-style-type: none"> By 2023, Roadmap on ILO CEACR recommendations (2018) on freedom of association implemented. By 2023, strategy developed to prioritize future ratifications of International Labour Conventions, with priority consideration of C.144 (Tripartite Consultation) and C.187 (OSH) By 2023, labour inspection system reform completed in line with ILO/BFC/MoLVT Joint Action Plan, including strategic compliance planning, OSH and provision of night services. By 2023, Prakas 194 for workers in the entertainment sector implemented; similar framework developed for construction sector. By 2023, National Plan of Action on Reduction in Child Labour and Elimination of Worst Form of Child Labour 2016-2025 implemented, monitored and evaluated. By 2023, Roadmap on convention 189 concerning Domestic Workers implemented with view to possible ratification. |

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| | <p>National strategy on sexual harassment in the workplace not yet developed (2018).</p> <p>National strategy on rights of women migrant workers not yet in place (2018).</p> | <ul style="list-style-type: none"> • By 2023, national strategy developed, resourced and implemented to eliminate sexual harassment in the workplace. • By 2023, national strategy developed, resourced and implemented to promote and protect rights of women migrant workers. |
| <p>Indicator 3.3.3: Number of sectors covered by the Minimum Wage Law.</p> | <p>Baselines: Minimum Wage established at USD 182 from January 2019 and applied to garment and footwear sectors only at that time.</p> | <p>Targets: By 2023, feasibility study to expand the application of the Minimum Wage Law to prioritized sectors completed.</p> |

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