



REPORT

Validation Workshop

ILO Studies on Employment and Social Protection in Cambodia

07-08 November 2011, Phnom Penh Hotel, Cambodia

I. Introduction

In the sequence of the Skills Training Sessions on Diagnostic Tools/ Extending Social Protection and Promoting Employment held from 02-04 November 2011 in the Phnom Penh Hotel, Cambodia, a Validation Workshop to review the studies on Employment and Social Protection has been conducted on 07-08 November 2011 at the same venue. Most of the participants of the skills training and other guests attended the workshop.

The workshop was organized by the Ministry of Labour and Vocational Training under technical and financial assistance of the ILO/EU Project “Improving Social Protection and Promoting Employment” with the purpose of reviewing the project’s diagnostic studies on Employment and Social Protection. The studies constitute a crucial step in support of the implementation of the National Social Protection Strategy and the drafting of a National Employment Policy for Cambodia.

The workshop took place over two days. Day 1 was dedicated to discussing the employment study and its validation before it is being published, and Day 2 presented the preliminary findings of the Social Protection Expenditure and Performance Review (SPER) and Social Budgeting in Cambodia.

II. Opening session:

The workshop started with a welcoming message from the organizer to international and national participants and the chairpersons, namely H.E Mr. Chap Rithy, Under-Secretary of State of MoLVT, Mr Helmut Shwarzer, CTA of ILO EU Project, Ms Claire Harasty, Senior ILO Employment Policy Specialist, Ms Riviera Ho Rathore, Employer’s representative and Mr Ath Thorn, Trade Union’s representative.

The Master of Ceremony emphasized the importance of the contribution of employment and social protection to the reduction of poverty and vulnerability in Cambodia. He gave a brief overview of the results of the consultative workshop held in March 2011 on the establishment of the Tripartite Consultative Group, the “Project Steering Committee”. The Master of Ceremony also produced the results of the Training Workshop held from 02-04 November 2011, during which all participants were trained on diagnostic tools, and discussed the employment situation in Cambodia and Asia, as well as ILO conventions on employment and social protection. Moreover, indicators that can be used to set policy targets and monitor and evaluate employment outcomes were also presented. The group discussions focused on future targets with presentations of the relevant stakeholders, such as CARD,

MoLVT, MoSVY, NSSF, NSSFC, and the proposed “Single Window Service” (“PEOPLE Service”) was also shared during the training.

The purpose of the present workshop was to review the findings and recommendations of the project studies including the appraisal of the employment studies on “Cambodia: Toward a National Employment Strategy for Sustained Poverty Reduction” produced by Dr M. Muqtada, and to validate the methodology and preliminary results of the Social Protection Expenditure and Performance Review (SPER) and Social Budgeting.

At the beginning of the workshop, Mr. Helmut Schwarzer, CTA of the ILO-EU project, gave a warm welcome and thanked all the participants and stakeholders for the hospitality and opportunity to deepen the relationship at this important stage of the project. “We are here because we think that it is important to increase the link between Social Protection and Employment”, he stated in his opening remarks. “The workshop today will discuss the progress of the two studies of the project in order to identify the crucial needs of Cambodia”, he added.

Regarding Social Protection, the ILO had been supporting countries in covering the unprotected and the most vulnerable worldwide. In the context of the 2001 International Labour Conference, the need for a Global Campaign on Social Protection and Coverage for All was identified and the Global Campaign was launched in 2003. During these last years, a series of tripartite meetings have been organized. Most suitable options for each of the regions have been discussed by applying a bi-dimensional approach. In the course of 2009, a year of economic crisis, the heads of the United Nations agencies met and agreed to launch the Social Protection Floor Initiative (SPF-I) co-chaired by the ILO, one of the joint activities led by the UN to cope with the impact of the crisis. There is a long journey ahead of us: On one hand, the Universal Declaration of Human Rights and on the other hand, there are more than 1 billion people who live with an income less than 1.25\$ a day. However, with a very positive development, some countries have made important innovations about Social Protection such as Mexico’s Oportunidades programme, Brazil’s Bolsa Família programme, India’s NREGA scheme, etc.

The Social Protection constitutes an investment and helps countries to achieve the MDGs. It is important that the Social Protection interventions promote employment in order to reduce poverty and inequality. In this regard, the ILO has developed publications and projects to link Social Protection with Employment which generated increased interest from the EU as well. This resulted in designing the ILO-EU Project in 2009.

In complement to Mr. Schwarzer’s remarks, Ms. Claire Harasty, ILO Senior Employment Policy Specialist, stated in her presentation that 633 million people are working poor around the world. The G20 Employment Taskforce was established one week before this workshop. The report on the Social Protection Floor produced by a group lead by the former Chilean President Michelle Bachelet, provides recognition of the importance of SPF while it recommended a renewed commitment at the highest international as well as at the national level.

The ILO helped to develop Social Protection and Employment with a purpose to connect political agendas to productive employment. In Cambodia, ILO is committed to collaborating with government, employers’ and trade unions’ representatives to develop the national strategy. For this reason, during the workshop discussions concentrated on the challenges and opportunities which are extremely needed for an inclusive and coherent employment policy. Ms. Harasty suggested the participants to hold an in-depth discussion on the study findings.

Ms. Riviera Ho-Rathore, on behalf of the Cambodian Federation of Employers and Business Association (CAMFEBA), showed her appreciation of the running of the project, together with the MoLVT, as the studies were drafted in close collaboration with the Royal Government of Cambodia, Employers's associations and Trade Unions to complement the national social protection strategy and to reach the MDGs through decent work opportunities. She added that the purpose of employment policies goes beyond job creation. The challenges are to create decent jobs with decent conditions, therefore there is a need to draw a plan to link social protection and employment, to promote investment, to promote SMEs, to develop a decent work agenda, and to promote the development in rural areas. The employers believe that a tangible growth can be achieved only if the fruits are shared. She added that the employers' success depends on the development of Cambodia as a whole.

Mr. Ath Thorn, on behalf of the Cambodian Labour Confederation, stated it was a great pleasure to take part at the discussions. He began by sharing information in relation to the following three main sectors: agriculture, industry and services. Approximately 80% of the population is active in the agriculture sector, while the services sector, despite having developed during a short period, had no clear development on employment so far. Under the current social protection policy, some actions have been undertaken, such as the establishment of the National Social Security Fund (NSSF) for private sector employees by providing work-injury insurance. However, the implementation is not very satisfactory. Health insurance and pension schemes were not yet introduced and no minimum wage had been set for other sectors, except for the garment and footwear industry. Despite the large number of garment factories, employment opportunities are still limited, a factor which can force workers to legally or illegally migrate to Thailand or Malaysia. In addition, he deplored the limited strategy to attract investors and to promote SME development. Mr. Thorn added that the Trade Unions have witnessed the efforts of the government. However, many challenges need to be solved to create decent jobs for all.

After having listened to the remarks made by the ILO, the employers' and the trade unions' representatives, H.E Mr. Chap Rithy, Under- Secretary of State of Ministry of Labour and Vocational Training, made an official statement at the opening of the workshop. He greeted the participants and reviewed the mandate of the Ministry of Labour according to the development of the national employment policy. He briefly presented the results of the MoLVT so far, and highlighted the challenges in relation to activities aiming at advancing social development and reducing poverty and vulnerability in the country. He also appreciated the results of the skills training on diagnostic tools which had been conducted the week before and expressed his hope that the validation workshop will also contribute to share lessons learned and lead to a constructive feedback to the draft studies which the ILO/EU project had been working for more than one year. At the end of the speech, he thanked the ILO and the EU for their technical and financial support, and for making the event possible. He declared the workshop officially opened.

III. Technical Session 1:

Before starting the technical sessions, Mr. Helmut Schwarzer, the CTA of the ILO-EU Project, briefly presented the background and objectives of the project in the three countries (Burkina Faso, Honduras and Cambodia), as well as the results achieved so far and the plan for the next steps until the completion of the project in June 2012 in Cambodia and in October 2012 at the headquarters.

Presentation of the study «Cambodia: Towards a National Employment Strategy for sustained poverty reduction»

Ms. Makiko Matsumoto, ILO Employment Policy Specialist of the Employment Policy Department at ILO Headquarters, presented the key findings of Dr M. Muqtada's study «Cambodia: Towards a National Employment Strategy for Sustained Poverty Reduction» on behalf of the author due to his impossibility to undertake a mission to Cambodia.

She gave some explanations on the content of the framework of a National Employment Strategy (NES) in Cambodia's context, achievements and challenges, and the way to ensure a better fit of a NES with the Rectangular Strategy II of the Cambodian government and its implementation plan (National Strategic Development Plan-NSDP). She gave a brief overview of the objective of the NEP and showed the past policy achievements, mentioning the comparatively high GDP growth rates, even if they fell during the global financial crisis in 2009 but are expected to reach again higher levels of up to 10% p.a. in 2015. Another achievement is the Cambodia Millennium Development Goals (CMDGs), more particularly the Goal 1 on the eradication of extreme poverty and hunger and Goal 3 on the promotion of gender equality and the empowerment of women.

At a time of achievements, challenges remain in terms of development, employment opportunities and of the needs to generate more productive and more remunerative jobs. The share of vulnerable employment was close to 80% in 2008 and the share of persons working but not earning enough to avoid poverty was of approximately 37% of the employed in 2004. Despite a strong period of growth from 2001-2008, Cambodia needs to broaden the growth base towards a more diversified economy in order to sustain future development. The post-crisis period saw a significant shift in the government development strategy towards rural development, while employment challenges still remain, particularly the growth of paid employment in the formal sector and of jobs across the sectors; productive employment generation for the working poor beyond garment, construction, and tourism sectors (where formal jobs grew during 1998-2008); real wages and earnings across the labour market; high incidence of internal migration where a large share of migrants ends up in the informal economy, and which, in some instances, results in international migration.

In conclusion, the study underscores the importance of an employment-friendly growth strategy not only for a sustained reduction in poverty, but also for an effective structural transformation in the economy. This would require policy reforms and policy shifts towards a broad-based development strategy that engages the labour of the poor in a productive, remunerative way. Such a strategy would also require coordinated social protection and safety net measures in order to support the vulnerable, to sustain the employment and income gains resulting from the growth, and to move towards a full-employment society. Since employment creation would require coherence between different policy areas and the implementation of a National Employment Strategy (NES) would require coordination between several ministries, the setting up of an Inter-ministerial Committee is critical to the development of a NES for Cambodia.

Working group: Considerations on an Employment Policy for Cambodia

The discussion of the report was followed by discussion within four groups with one hour provided and another hour for a presentation to the plenary. Three questions were addressed: 1) what makes jobs "good"?/which are the "good" jobs?); (2) which elements should be priorities of a NES?; and (3) how would you decide on the priorities of a NES, and which institutions will you include in the consultation process?

The working groups found (1) that, at a conceptual level, “good” jobs needed to be sustainable and reach the basic needs for workers and their family, they needed to be secure and, under a specific legal framework such as the Cambodian Labour Law or other similar framework, be covered by a collective bargaining agreement, be supported by social protection and unemployment/old-age benefit schemes. The occupation which tends to offer “good” jobs in Cambodia may include teaching, factory workers, construction workers, migrant workers and employees in the bank sector. There was a general consensus that the upcoming sectors in Cambodia, which should provide good jobs and give good working conditions, were tourism, agro-industry and business.

(2) In terms of priorities of a NES, skills development was considered critical to enable workers to get well-paid jobs, to promote and expand the one-village-one-product initiative, to give support to the SMEs and to self-employment, especially through improved access to credit; employment creation for graduated students who acquired proper skills from university or vocational training; skilled workers to make better use of existing capabilities in the country; the management of migration; increased salaries for civil servants; the incorporation in academic curricula (high school, university and TVET) of social security policy and policies for youth, such as creating market demand that will create jobs for them and special employment schemes; the improvement of the labour market information system; and good working conditions in the workplace.

(3) Institutions or agencies which need to be involved in the consultation process in the development of the NES, other than the tripartite partners, would include: the SNEC, the CARD, all 26 ministries (Ministry of Economy and Finance, Ministry of Planning and NIS, Ministry of Agriculture, Ministry of Education, etc.), as well as civil society (NGOs, associations, community organizations).

IV- Technical Session 2: Social Protection Expenditure and Performance Review (SPER) and Social Budgeting in Cambodia

Mr. Jean-Claude Hennicot, Actuarial consultant, gave a presentation on Social Protection and Performance Review (SPER) and Social Budgeting in Cambodia. He provided an overview of social protection in Cambodia, of what is a SPER, of social budgeting, of the ILO social budgeting model, and of the challenges of the study and the plan for the next steps to finalize the study.

Social Protection is reflected in major policies of Cambodia such as the Rectangular Strategy- Phase 2, the National Strategic Development Plan-NSDP Update (2009-2013), the Social Security Law of 2002, the Law for Disabled Persons of 2010 and the National Social Protection Strategy for the Poor and Vulnerable (NSPS) (2011-2015).

The first part of the presentation explained the SPER and how it analyzes a comprehensive social protection system. It gives an overview and assessment of a country’s social protection system to identify coverage gaps. It is an informal tool for policy makers and development partners to make decisions in relation to social protection scheme developments. The components of the SPER are 1) demography of population, composition, fertility; 2) Social Protection Schemes, benefit and governance; 3) Assessment of Social Protection Financing by compilation of expenditure and income; and 4) Assessment of coverage gaps and performance of the system.

The Social Budgeting concept consists of three parts: 1) the annual expenditure, including the recurrent expenditure, and not the capital costs (only the benefits and administrative costs) 2) the annual income, including the national budget, contributions, funding from ODA and NGOs, return on

investment; and 3) the annual change in reserves for which the total expenditure is equal to the total income.

Currently, there are many existing programmes in Cambodia; however the study attempts to be as comprehensive as possible by considering the following schemes:

- 1- Health Care: funding from national budget (salaries and operation costs, drugs), health equity funds (ODA funding), the CBHI and the HIP schemes.
- 2- Pension: the National Social Security Fund for Civil Servants (NSSFC) for old-age, disability, survivor pensions and the National Fund for Veterans (NFV) for old-age, disability and survivor.
- 3- Short-Term Benefits: sickness, maternity and death under the NSSFC, and funeral grants under the NFV.
- 4- Employment Injury Benefit: the NSSF (medical care, cash benefits and pension), the NSSFC (cash benefits and pension), the NFV (disability and survivor pensions).
- 5- Social Assistance: the MoSVY benefits (e.g on food aid), Cash Transfer scheme, in-kind benefits (school feeding)
- 6- Other schemes under the NSPS: Public Work Programme (PWP), Vocational Training and Child Labour Prevention etc.,

The study listed the main institutes working on social protection schemes and the future picture through ILO Social Budgeting Model, which include the demographic module, the labour supply module, the economy (wages, prices, etc...), the government module and the social protection system (pensions, health, others).

The demographic module was also used in the study to give an overview of the Cambodia Population Census 2008, of the population projections by using single age cohorts, mortality profiles, the UN model life tables and adjustment for the international migration.

Assumptions were also made by using the ILO generic Population Projection Model, the Labour Force projection, Employment projections, the projection of GDP using the real and nominal value, the projection of government revenues from national output, the allocation of national budget within sectors and the allocation for social sectors.

In the second part of the presentation, Mr. Hennicot examined the Social Budgeting Projection by providing two scenarios: 1) the "status quo" scenario, assuming there are not any new social protection schemes or provisions; and 2) the alternative scenario of "costing of policy options".

The population pyramid gave a good idea on the distribution of the various age groups and demonstrated a low proportion of older people. It was then concluded that pensions was not the most urgent priority in the current situation. However, younger people among the working age group (15-20 years old) which make up a very large part, as well as the smaller proportion of children, should both be a priority policy area in his opinion. Therefore, one of the social policies should have a particular focus on children, and another on youth employment, with a special attention on the transition from education to the labour market.

Last but not least, Mr. Hennicot shared the challenges identified in the study, including the lack of data availability in Cambodia, and the fact that most of the schemes are new. Indeed, some of them

are on the initial stage of designing and others did not have a clear timeframe for their implementation yet.

After the presentation, some comments from the floor had been discussed as follows:

Participants suggested to include the Royal Decree (regulation enacted by the King) for civil servants and veterans, the National Committee for Disaster Management (NSDM).

The lack of centralized data of the government and development partners was also emphasized by the participants, as well as the old age pension benefit which is very low in Cambodia, therefore, a way to increase the pension level was requested. Currently, women civil servants are entitled to take maternity leave from 6 months to one year after giving birth and receive 600,000 Riel (approximately USD150) for one child. However, this benefit is also too low for them to afford the hospitalization.

In conclusion, financing the social protection is a crucial point that will help decide what can or not be implemented. It was stressed that the ILO provides only technical support to its member countries, but not budgetary support for the implementation. The introduction of social protection programs such as cash transfers, health care, pensions, etc... should be ensured by very long programs, covering possibly many decades. Therefore, thinking about the way to finance these programs is very crucial. If Cambodia wants to establish a long-term social protection system, a tax base development shall be considered. The discussion on the level of taxes to find the balance and negotiate a fiscal pact involving the government, workers, business community and other levels of social partners shall be taken into account. The problems in Cambodia do not only consist on the creation of a NSPS or National Employment Strategy and not only the implementation. The real need is to display efforts to effectively implement the strategies. The income security is not only about money, but about guaranteeing livelihood security to families: for instance, there is no social protection scheme to cover informal sector workers, as the minimum wage only applies to the garment and footwear industries etc.. The minimum wage should also be set for other sectors, such as the services, construction and other sectors, because these also require social protection.

In addition to Mr. Jean-Claude Hennicot's presentation, Mr. Schwarzer gave a short note on the link between social protection and employment policies, which should be considered as parts of a joint development plan. Currently, several countries in Latin America such as Mexico, Brazil, Chile, and Argentina have adopted this kind of integrated approaches. The coordination is not only about bringing institutions together, it is also about bringing together different cultures, as social protection and employment programs have different cultures and different ways of working. Therefore, there is a need to foster mutual understanding of these institutional cultures while promoting a "Single Window Service". The database is one of mechanism which can be used to coordinate one system with others in order to be more efficient.

At the end of the discussion, the linkages highlighted below were recommended:

- 1- Institutions at national and local level;
- 2- Policy development;
- 3- Coordination through the database management and the monitoring of indicators;
- 4- Delivery of the services & outreach;
- 5- Combined benefit packages.

Working groups

Before closing the workshop, another group work was done. The participants were divided in four groups, and a representative chose a question to be answered by each group. The following questions were been chosen and answered:

Question 1: How would you involve the OWSO (One Window Service Organization) in the implementation of the National Social Protection and Employment Strategies?

Answer: There are five essential tasks 1) Information service; 2) Reduction of bureaucracy; 3) Linking citizens to social institutions; 4) Registration; 5) Improvement of the database.

Question 2: What could be the role(s) of the government offices and the Provincial Technical Coordination Committees in the implementation and monitoring of the National Social Protection and Employment Strategies at sub-national level? Give 3 examples of the possible roles.

Answer: 1) Fundraising by NGOs and donors for the implementation project/programme; 2) Provide training courses at the sub-national level; 3) Collection of data. The provincial-level responsible authority should be: the Department of Social Affairs, the Department of Labour and the National Employment Agency. These agencies can collect data for the registration of job seekers in the database etc.,

Question 3: What could be the role of the Council for Women and Children and the District Development Committees in the implementation and monitoring of the National Social Protection and Employment Strategies: give 3 examples of their possible roles.

Answer: 1) Dissemination of the policy and schemes to audience; 2) Report on the implementation of the strategy (services provided); 3) Facilitation of the relationship between the service providers and the beneficiaries, as they reside in the communities and are aware of the problems.

Question 4: What could be the role(s) of the workers' and employers' representatives in the implementation and monitoring of National Social Protection and Employment Strategies: give 3 examples of possible roles.

Answer: 1) Provide information; 2) Tripartite dialogue; 3) Conduction of surveys.

Question 5: When Implementing the National Social Protection and Employment Strategies, to what extend will you use the data of the ID Poor database and update it? Give three possible linkages with the ID Poor database.

Answer: 1) ID poor shall be used by health services, as well as to select beneficiaries for education or vocational training; 2) ID poor shall be used for applying to credit; 3) ID poor shall be used to provide training to small businesses. However, ID poor coverage is still limited and it should be expanded.

Question 6: Which key information is not available in the Labour Force Survey? List three pieces of information items.

Answer: The pilot survey is now being conducted and the Labour Force Survey will be executed in 2012:

- 1) Labour market: labour force demand in Cambodia (supply and demand side), the levels of skills shall be measured as follows: high, low, and medium level.
- 2) Disabled persons.
- 3) Unemployment and employment rates: retirement age, rate of disabled persons.

Question 7: How would you ensure that the access to Social Protection and Employment Services increases in remote areas? Provide 3 suggestions.

Answer: 1) Dissemination of information to people in rural areas through existing committees at communal level, organization of events, distribution of leaflets, etc...;

2) Invite the villagers to discuss and identify their needs and listen to their feedback. This can be made in a village by a chief of village, who knows the situation of the poor well, to explain how the NSPS can be useful for them;

3) Monitoring of the program in order to ensure transparency of the delivery services. Poor people need also transparency in their financing. In this case, the risk of corruption may be reduced by providing financial statements.

Question 8: Provide five indicators with which the implementation of Social Protection and Employment Strategies in Cambodia can be measured?

Answer: 1) Income, 2) Expenditure, 3) Capacity, 4) Employment rates, 5) Formality / informality.

Question 9: Please design a health care benefits package that will ensure access to maternal, neonatal and child health care to all the poor and vulnerable groups in Cambodia:

Answer: Benefit packages shall be 1) Basic consultation to check diseases (OPD), 2) Staying at the hospital (accommodation, food, transportation, care taker).

V-Closing session

At the end of the workshop, Mr. Helmut Schwarzer, CTA of the ILO-EU Project, provided closing remarks by thanking all participants for their participatory approach and sharing experiences on the design and implementation of Social Protection and Employment policies for Cambodia.

The workshop has identified a vision for the horizontal dimension and vertical dimension for the Cambodian government and for the relevant stakeholders. The economic growth needs more job creation for people which can bring them out of poverty and increase the number of people covered by the NSSF and by formal social security systems. This is not a short-term process and it will be achieved with the forthcoming years. Some countries had been implementing such programs for decades, such as the Bolsa Familia scheme which had been developed for more than fifteen years.

Mr. Schwarzer informed of the next activities of the project: a Steering Committee meeting to take place at the end of January 2012, which will consist of the presentation of a draft study that brings together the Social Protection and Employment action plans for Cambodia, and which will be released for discussion and comments. Moreover, a National Social Dialogue on the integrated Employment and Social Protection will probably be conducted in Phnom Penh in March 2012, to be decided during the Steering Committee meeting in January 2012.

ANNEXES

ANNEX I: List of Attendance

**Validation Workshop
ILO Studies on Employment and Social Protection in Cambodia
07-08 November 2011, Phnom Penh Hotel, Cambodia**

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ANNEX II: Workshop Programme

VALIDATION WORKSHOP

ILO STUDIES ON EMPLOYMENT AND SOCIAL PROTECTION IN CAMBODIA

07-08 November, 2011

Phnom Penh Hotel

Monday 7, November 2011		
08:00-08:30	Registration of participants	MoLVT, ILO
08:30-09:20	Opening Address: - Mr. Helmut Schwarzer , new ILO-EU Project Chief Technical Advisor (10mn) - Ms. Riviera Ho-Rathore , CAMFEBA Representative (5mn) - Mr. Ath Thorn , Trade Union Representative(5mn) - Ms Claire Harasty , ILO Employment Policy Department (5mn) - Opening of the workshop by H.E Chap Rithy , Under Secretary of State, Ministry of Labour and Vocational Training (15mn)	ILO, Employers, Trade Unions, MoLVT
20 minutes	PAUSE CAFÉ	
09:40-10:00	Brief description of the project & methodology of the workshop	Mr. Helmut Schwarzer (ILO)
10:00-10:30	Conclusions: Report of the International Labour Conference 2011	Mr. Helmut Schwarzer (ILO)
10:30-12:00	Presentation of Employment Study "Cambodia: Toward A National Employment Strategy for Sustained Poverty Reduction" Q & A	Ms. Sukti Dasgupta (ILO) Ms Makiko Matsumoto (ILO)
1 hour	LUNCH	
13:00-15:00	Panel 1: Diagnosis of the Employment Policies - Ms. Riviera Ho-Rathore, CAMFEBA Representative, -Mr. Ath Thorn, Trade Union Representative, -Mr. Hou Vudthy, Deputy-Director General, Ministry of Labour and Vocational Training (MoLVT) (20mn/each) Comments of the Tripartite Partners Debate: Q & A	Moderator: Helmut Schwarzer (ILO)
15 minutes	PAUSE CAFÉ	
15:15-16:15	Group work "Considerations for an employment policy in Cambodia"	Ms. Sukti Dasgupta (ILO) Ms Claire Harasty (ILO) Ms Makiko Matsumoto (ILO) & participants
16:15-17:15	Presentation of the group work (10mn/each) Q&A partial conclusions/closing of the day	Participants and ILO

Tuesday 08, November		
08:00-08:30	Registration of participants	MoLVT/ ILO
08:30-10:15	Presentation of the Methodology and Preliminary Results of the SPER/ Social Budgeting Q & A	Mr. Jean-Claude Hennicot ILO Consultant
15 minutes	PAUSE CAFÉ	
10:30-12:15	Panel 2: Current Development of Social Protection Strategy in Cambodia. 1 Employer (TBC), Mr. Ath Thorn, Trade Union Representative, H.E Sann Vathana (CARD) (20mn/each) Q & A (45mn)	Moderator Mr. Helmut Schwarzer (ILO)
1 hour	LUNCH	
13:15-14:00	Sequence of the debate	
14:00-15:00	Group work: “How to improve linkages of Social Protection & Employment, and Policy Options”	Ms. Valérie Schmitt (ILO) & participants
15 minute	PAUSE CAFÉ	
15:15-16:15	Group work Presentation (10mn/each) Q&A Partial Conclusions	ILO Mr. Arthur van Meerendonk (ILO)
16:15-17:15	Summary of the discussions and next steps (ILO) Closing Remarks - EU Representative (TBC) - Employer (TBC) - Workers - MoLVT	Mr Helmut Schwarzer (ILO) EU Representative 1 Government/ 1 Worker/ 1 Employer

ILO calls for Job-Rich Growth and Stronger Social Protection in Cambodia

For immediate release: Monday November 7th 2011

(ILO Cambodia) The International Labour Organization (ILO) today stressed Cambodia's need for job-rich growth warning that not sufficient productive jobs have been generated in the midst of the country's economic improvements over the past number of years.

"The challenge is not to increase the number of jobs but to increase the number of good jobs" said Sukti Dasgupta, ILO Senior Specialist on Employment and Labour Market Policies. "Cambodia's working age population is growing at the fastest level in the region, yet most available jobs are informal and don't help people to come out of poverty. This needs to be addressed on the demand side by creating more jobs and on the supply side by improving the quality of jobs for workers and setting up relevant institutions."

Prior to the 2008 economic crisis Cambodia had the fastest growing GDP in the Asia Pacific Region, second only to China. Although Cambodia has almost entirely rebounded from the crisis, the ILO warned that productive employment has not come with growth with over two million Cambodians classed as 'working poor' from a labour force of over seven million. The need to address the increasing issue of youth employment was highlighted. The ILO also stressed the need for social protection in the Kingdom to be strengthened. "Unemployment here is low, almost non-existent at 1.6% but in the absence of social protection people will take whatever jobs are available which are likely to be vulnerable jobs that don't provide good livelihoods" said Ms Dasgupta. "Social Protection leads to better employment and better growth and a more equitable, fruitful society."

The remarks were made at the Phnom Penh Hotel today during a workshop on "Extending Social Protection and Promoting Employment" organised by the MoLVT and the ILO with financial support from the European Union (EU). The event, at which Trade Unions, government and employers' representatives expressed their views and commitment towards extending the coverage of social protection, presented the results of two studies contributing to the forthcoming National Social Protection and Employment Strategies.

The EU Delegation to Cambodia conveyed its commendation to the Royal Government of Cambodia for the recent approval of the National Social Protection Strategy. "Wide-coverage social protection systems are key elements of social cohesion and stability. Thus the EU hopes that its support provided in partnership with ILO will go a long way in helping the Royal Government of Cambodia to take informed decisions to fulfil its commitment to increase social protection measures, especially for the most vulnerable groups."

The ILO-EU Social Protection/Employment project is working with the Royal Government of Cambodia and other key stakeholders in support of the National Social Protection Strategy, which aims at extending basic social protection for all Cambodians. The Royal Government has requested ILO's assistance in developing a national employment policy and strengthening social protection within the framework of the National Strategic Development Plan. The next phase of this project aims at facilitating and informing discussions on the Social Protection and Employment Strategies of Cambodia will be to complete the studies with the observations and recommendations received during the validation workshop. In early 2012, a third report will be prepared for Cambodia on how the social and employment policies existing in Cambodia or planned for Cambodia can be mutually strengthened.

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