Final Report
Economic Targeting for Employment: A Study on the Drivers Behind International Migration from Cambodia and the Domestic Labor Market

[September 2016]
This publication was produced at the request of the United States Agency for International Development. It was prepared independently by Emerging Markets Consulting (EMC).
Photo credit: Undocumented Cambodian migrants arrive by train at Anranya Prathet, Thailand prior to onward transportation to the border. © International Organization of Migration 2014, Joe Lowry.
ECO
NOMIC TARGETING
FOR EMPLOYMENT:
A STUDY ON THE DRIVERS BEHIND INTERNATIONAL MIGRATION FROM CAMBODIA AND THE DOMESTIC LABOR MARKET

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September 16, 2016

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<tr>
<td>C-TIP</td>
<td>Counter-Trafficking in Persons</td>
</tr>
<tr>
<td>CDRI</td>
<td>Cambodia Development Resource Institute</td>
</tr>
<tr>
<td>EMC</td>
<td>Emerging Markets Consulting</td>
</tr>
<tr>
<td>ILO</td>
<td>International Labor Organization</td>
</tr>
<tr>
<td>IOM</td>
<td>International Organization for Migration</td>
</tr>
<tr>
<td>MFI</td>
<td>Microfinance Institution</td>
</tr>
<tr>
<td>MoU</td>
<td>Memorandum of Understanding</td>
</tr>
<tr>
<td>NCCT</td>
<td>National Committee for Counter-Trafficking</td>
</tr>
<tr>
<td>NEA</td>
<td>National Employment Agency</td>
</tr>
<tr>
<td>NSSF</td>
<td>National Social Security Fund</td>
</tr>
<tr>
<td>NV</td>
<td>National Verification</td>
</tr>
<tr>
<td>OSSC</td>
<td>One Stop Service Center</td>
</tr>
<tr>
<td>OI</td>
<td>Open Institute</td>
</tr>
<tr>
<td>PI</td>
<td>Plan International</td>
</tr>
<tr>
<td>PCCT</td>
<td>Provincial Committee for Counter-Trafficking</td>
</tr>
<tr>
<td>TDRI</td>
<td>Thai Development Research Institute</td>
</tr>
<tr>
<td>TVET</td>
<td>Technical and Vocational Education and Training</td>
</tr>
<tr>
<td>UNESCO</td>
<td>United Nations Educational, Scientific, and Cultural Organization</td>
</tr>
<tr>
<td>UNICEF</td>
<td>United Nations Children’s Fund</td>
</tr>
<tr>
<td>USAID</td>
<td>U.S. Agency for International Development</td>
</tr>
<tr>
<td>USD</td>
<td>United States Dollar ($)</td>
</tr>
</tbody>
</table>
EXECUTIVE SUMMARY

STUDY PURPOSE AND STUDY QUESTIONS
The goal of this study was to provide recommendations for USAID’s Counter-Trafficking in Persons’ (C-TIP) program to reduce unsafe migration by highlighting potential avenues of intervention with a focus on opportunities in the Cambodian labor market.

PROJECT BACKGROUND
Cross-border migration from Cambodia is anticipated to continue to increase due to projected demographic changes, its lower socioeconomic situation compared with Thailand and other regional neighbors, greater economic ties, and greater regional integration through the establishment of the ASEAN Economic Community. In 2016, the Thai Development Research Institute found an estimated 937,224 Cambodians officially registered in Thailand alone, with evidence suggesting significant but unknown additional numbers of undocumented workers.

Research has shown that migrants often move in search of income-generating activities to support immediate financial needs. However, socioeconomically marginalized individuals seeking employment in neighboring countries can lead to high-risk exposure to unsafe migration methods and trafficking. At the same time, employers in Cambodia report shortages of staff in both skilled and unskilled positions.

STUDY DESIGN, METHODS AND LIMITATIONS
Surveys were conducted with 919 potential migrants (56 percent female) across Banteay Meanchey, Siem Reap, Kampong Cham, Koh Kong, Phnom Penh, Prey Veng, Kampong Thom, Oddar Meanchey, and Svay Rieng to determine the key driving factors that lead to migration, and with 120 businesses to examine labor market deficiencies within Cambodia. EMC selected respondents based on Winrock’s formulated definition of potential migrants: a person aged 15-39 who has not completed education beyond grade 12, is of a low-income background, and has never migrated across borders.

In line with Winrock’s methodology, EMC’s original method to identify potential migrants was to obtain a list of individuals registered with an ID poor card in the village. However, due to population limitations, the methodology had to be adjusted to include individuals who were identified as poor by the local authorities or community members, once their economic status had been verified by researcher observations.

FINDINGS AND CONCLUSIONS
Cambodia’s labor market faces significant shortages of labor in multiple sectors across rural and urban areas. Out of the 120 businesses sampled in the study, nearly 40 percent faced regular shortages of both high and low-skilled labor. However, over one quarter of potential migrants surveyed were planning to or considering migrating abroad for employment. As such, there is a substantial disconnect between supply and demand in the Cambodian labor market.

The demographic and socioeconomic characteristics of respondents with the highest likelihood of having planned to or considered migrating from Cambodia are: younger, unmarried men without children; individuals whose income rarely covers their expenses; individuals working as agricultural wage laborers; individuals with debts from banks or friends and family; individuals who have experienced abnormal drought that impacted their livelihood; and, most significantly, individuals who have a household member that has previously migrated. Whether or not a respondent had a household member who has previously migrated was the greatest predictor of intent to migrate.
A mismatch of skills in labor market demand and supply became evident when the business survey results were compared to the characteristics of potential migrants. The top employment criteria of businesses surveyed included: work experience; literacy in Khmer and English; and completion of a certificate in relevant skills. However, most of the potential migrants surveyed have not completed primary school and do not possess the necessary technical or professional skills required by businesses. Data suggest that the garment sector has the most labor shortages, yet the wages offered by garment factories are inadequate and unlikely to disincentivize potential migrants from taking the risk of seeking employment abroad. Other relevant sectors with unmet labor demands and growth potential in Cambodia include the hospitality and construction industries.

In addition, survey results showed that recruitment takes place through public job announcements, formal job agencies and local schools, whereas most potential migrants reported that they do not hear of job opportunities through the aforementioned channels. Therefore, the recruitment mediums utilized are not effective and need to be re-strategized.

**RECOMMENDATIONS**

In order to effectively address the aforementioned causes of labor shortages and to mitigate the risks of trafficking, the C-TIP program should consider:

I. Institutionally mitigating risks associated with current migration. Given that migration is caused by a variety of complex and interconnected factors, many of which can only be addressed over the long term, it is important to ensure that migration is made safer over the short- and medium-term.

II. Carrying out local-level, sector-specific research to map economically viable businesses where C-TIP can support interventions to decrease the skills gap in vulnerable areas of high migration outflows. This could include:

   i. Identifying durable and self-sustaining solutions to equip illiterate young and dropout students with the elementary numeracy and literacy skills needed to meet labor demand. Programs could seek to establish or strengthen partnerships with employers, or pilot informal literacy and numeracy courses through coordination between the Provincial Committees to Counter-Trafficking and the Provincial Department of Education.

   ii. Improving Technical and Vocational Education and Training (TVET) training programs via measures such as improving course applicability to the employment market, improving access among potential migrants, and promoting high proportions of employment on course completion.

   iii. Supporting training initiatives targeting those already employed, which may favor upward mobility by creating higher levels of turnover in low-skilled positions and an increase in the demand of entry-level opportunities.

III. Helping businesses adopt more innovative and effective recruitment methods as current practices are not effectively reaching potential migrants. USAID should consider a sector-specific focus on improving recruitment practices based on economically viable sectors through targeted social campaign marketing strategies. The sectors could include: hospitality/tourism employment in Siem Reap; the garment sector in and around Phnom Penh; eco-tourism in Koh Kong; and/or agro-processing in Prey Veng.

IV. A significant focus must be placed on reducing the financial burden of basic and necessary household consumption for potential migrant populations, as substantial proportions of debt are a result of their inability to meet basic needs. Specific programs could include savings groups or voucher schemes for healthcare costs.

V. More emphasis should be placed on the impact of environmental changes and the extensive stress this places on agricultural-based households. Drought is shown to be a strong predictor of intention to migrate, and interventions should focus on the resultant livelihood challenges.
VI. While males reportedly face greater pressure to migrate, this perception conflicts with the steady pace of feminization of migration flows within Cambodia and across borders for employment purposes. Therefore, it remains crucial to incorporate the gender dimension in the project monitoring and evaluation framework, in order to measure the success of prevention initiatives that are based on increasing educational and economic opportunities for women.

VII. In order to attract potential migrants to relevant employment opportunities, the C-TIP program should work with businesses to provide work contracts for employees and thus guarantee income security for a stipulated period.
PROJECT BACKGROUND

Migration in Cambodia has shifted from forced movement of people along the Cambodian-Thai border due to civil wars in the 1980s and 1990s to voluntary migration, primarily in search of employment opportunities, access to land and natural assets, educational opportunities, as well as for social reasons (marriage, family relocation). In 2016, the Thai Development Research Institute (TDRI) found that there was an estimated 937,224 Cambodians who had registered through the National Verification (NV), Memorandum of Understanding (MoU), or the One Stop Service Center (OSSC) processes (Paitonpoong, 2016). The numbers, however, do not account for many undocumented migrants who still exist outside of the system’s radar. Moreover, cross-border mobility from Cambodia is anticipated to continue to increase due to projected demographic changes, socio-economic disparities between countries in the region, greater economic ties, and greater regional integration through the establishment of the ASEAN Economic Community in 2015. Owing to regional labor market dynamics, Thailand is expected to remain the primary destination for the Cambodian labor force’s surplus over the short to medium term; agriculture, construction, domestic work, factory work and fisheries will be the main employment sectors that attract migrant workers.

Research has shown that migrants often move abroad in search of income-generating activities to support immediate financial needs. However, at the same time, employers in Cambodia report shortages of staff in both skilled and unskilled positions. According to a recent employer survey, the majority of industries in Cambodia (67% of those surveyed) struggle to find staff (Bruni, Luch, & Kuoch 2013). It should be noted that the most difficult-to-fill vacancies were for skilled positions; the survey showed that the majority of companies (75%) also struggled to fill low-skilled positions.

With funding from the U.S. Agency for International Development (USAID), Emerging Markets Consulting (EMC) conducted a research study to analyze the factors that lead to migration, as well as to provide an overview of the labor market in Cambodia. The study focused on the economic and social profile of potential migrants, since they are at risk of being trafficked while attempting to informally cross borders in search for work. The goal of the study was to provide recommendations for USAID’s Counter-Trafficking in Persons (C-TIP) program, which aims to reduce unsafe migration by identifying alternative employment opportunities in the Cambodian labor market, among other interventions.

The final scope of the research was refined after several meetings with Plan International (PI) and Open Institute (OI), which were conducting market scan studies for potential migrants in parallel to EMC’s study. Together, PI and OI will be looking at the knowledge and attitudes of potential internal migrants and their perceptions regarding access to jobs. PI and OI’s research will be complemented by EMC’s research regarding the knowledge and attitudes of potential migrants who may be looking for work across borders, and potential job opportunities available within their provinces. EMC’s research has been conducted in consultation with Winrock, which is undertaking a Knowledge, Attitudes, and Practices baseline survey of potential migrants, present migrants, and returned migrants.

METHODS & LIMITATIONS

The EMC team conducted a comprehensive review of existing literature to assess cross border migration from Cambodia and to inform the development of research tools. EMC also conducted interviews with 13 organizations involved in migration issues in Cambodia: two key academic researchers on migratory issues in Cambodia; three government officials from the General Department of Labor; and nine stakeholders and key informants in Thailand, including the Employer’s Confederation of Thailand, Thai Development Research Institute (TDRI), International Organization for Migration (IOM), and International Labor Organization (ILO) (refer to Annex IV for more information).
Additionally, EMC conducted an in-depth analysis of the literature pertaining to trends in employment in Cambodia, with a particular focus on rural areas. The research focused on the regular economic activities of rural households as well as skill shortages and gaps facing employers.

**Target locations**
EMC’s field team conducted primary data collection across nine provinces selected by USAID: Banteay Meanchey, Siem Reap, Kampong Cham, Koh Kong, Phnom Penh, Prey Veng, Kampong Thom, Oddar Meanchey, and Svay Rieng. Districts in the provinces were selected based on the proportion of residents who were between ages 15-35, which are prime ages for migration. The sample purposefully included villages that experienced both high and low levels of migration as identified in the 2014 national commune database. High migration villages were defined as villages with the highest number of migrants over 18 years of age. EMC created a list of reserve village for cases where insufficient numbers of eligible participants were found. In the end, 62 low migration villages and 59 high migration villages, with 78 original and 44 reserve villages were selected. Finally, employers and membership associations, in urban and rural areas and in each of the selected provinces, were interviewed in order to better understand the differences in employment opportunities across different areas.

**Data collection tools and respondents**
The study was based on a survey designed to examine potential push factors, attitudes, and motivations surrounding migration. EMC’s team of 21 enumerators conducted the survey across the nine target provinces, reaching a sample size of 919 respondents. The number of respondents in each province was proportional to the population size in the province. In order to identify potential respondents, team leaders met with the village chief and requested a list of inhabitants who fit EMC and Winrock’s definition of potential migrants: a person aged 15-39 who has not completed education beyond grade 12, is of a low-income background, and has never migrated across borders. The selection methodology was purposeful due to population and time constraints; at times the teams also had to carry out a snowball sampling method, where enumerators asked respondents to help identify others who fit the formulated criteria of a potential migrant, or the research team had to search for potential migrants themselves. The enumerators verified whether or not the individuals identified fit the low-income criterion by checking if the respondents possessed:

- A physical house made from wood and thatch or zinc; small in size, i.e. max. 4x7 meters in dimension.
- Household assets limited to aged motorbike(s) or a trailer to carry persons or goods. The assets were not limited to household or productive assets. Those with refrigerators, washing machines, modern TVs & household rice milling machines were excluded.
- Individual income in households less than USD 100 in provinces and less than USD 150 in Phnom Penh.

In the end, 400 males (44%) and 519 females (56%) were interviewed. Each participant was given an informed consent form before the interview. Enumerators read the consent forms out loud for respondents who were illiterate or semi-literate; respondents signed the consent forms with their signature or a symbol if they agreed to be interviewed.

A total of 120 companies were concurrently surveyed across the target provinces (see Table 1). Employers were selected to reflect the number of companies employing low-skilled workers by province and identified by the National Institute of Statistics (2013) as being the most common in rural areas. Relevant chambers of commerce interviews informed the sample selection in target provinces.

One-third of respondents from businesses were female. Business owners represented 38 percent of the sample, senior managers represented 26 percent, general managers or CEOs represented 18 percent, supervisors represented 17 percent, and others represented 3 percent.
Table 1 Business sectors interviewed

<table>
<thead>
<tr>
<th>ITEM</th>
<th>BUSINESS SECTORS</th>
<th># OF INTERVIEWS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Hospitality (hotel, restaurant, tourism)</td>
<td>31</td>
<td>26%</td>
</tr>
<tr>
<td>2</td>
<td>Agro-processing/manufacturing (animal feed, agricultural inputs)</td>
<td>26</td>
<td>22%</td>
</tr>
<tr>
<td>3</td>
<td>Garment and footwear</td>
<td>19</td>
<td>16%</td>
</tr>
<tr>
<td>4</td>
<td>Food and beverage</td>
<td>19</td>
<td>16%</td>
</tr>
<tr>
<td>5</td>
<td>Construction</td>
<td>11</td>
<td>9%</td>
</tr>
<tr>
<td>6</td>
<td>Plantation and commercial agriculture productions</td>
<td>6</td>
<td>5%</td>
</tr>
<tr>
<td>7</td>
<td>Rubber and plastic manufacturing</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>8</td>
<td>Other</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>120</td>
<td>100%</td>
</tr>
</tbody>
</table>

Data analysis
Factors associated with migration in Cambodia were identified through an analysis of relevant secondary sources. The findings of the literature review were used to determine the independent variables that would be tested against intent to migrate abroad following the survey of potential migrants. Independent variables that were found to be statistically significant when tested against our dependent variable (intention to migrate), using Pearson’s chi-squared test at the 95th percentile, were subsequently input into a multivariate regression model (see Annex II). The employer survey provided descriptive statistics of factors associated with the employment market in Cambodia. Where thematically relevant, findings of the potential migrant and employer surveys were compared to investigate inconsistencies between the response of potential employees and employers, as well as key areas of potential intervention.

Limitations
EMC’s original definition and identification criteria of potential respondents had to be modified to: 1) ensure that the potential migrants identified complied with Winrock’s modified definition of potential migrants, in order to ensure better comparability across studies in the C-TIP program; and 2) adjust to the constraints of the limited pool of potential migrants in a given area.

Originally, EMC’s definition included persons aged 15-35 who had not completed education beyond grade 9, were of low-income backgrounds, and had never migrated across borders. After communicating with Winrock, the definition was expanded to include persons aged 15-39 who had not completed education beyond grade 12. In line with Winrock’s methodology, EMC’s original method to identify potential migrants was to obtain a list of individuals with ID Poor registration in the village. However, at times there were not enough individuals in a given location with an ID Poor registration card to fulfill the data quota. Therefore, the methodology was adjusted to include individuals who were identified as poor by the local authority, by neighbors, or by the enumerators (see Annex II for more details on limitations).

FINDINGS, CONCLUSIONS & RECOMMENDATIONS

FINDINGS
EMC identified a number of factors that influence potential migrants’ decisions to move across borders for low-level employment opportunities, including: demographic characteristics; wage differentials; gender pressures; formal/informal networks; indebtedness; environmental changes; and knowledge of local employment opportunities. Factors that influence employment dynamics in the Cambodian labor market
included: labor demand; recruitment criteria; recruitment practices and challenges; employment contracts; employment benefits; and skills training and partnerships.

Demographic characteristics
One quarter of total respondents had either planned or considered migrating abroad, a significant proportion when compared to crude net migration rates recorded for the period 2010-2015 by UNICEF (UNICEF, n.d.). Data analysis showed that respondents who had planned or considered migrating were statistically more likely to be below rather than above age 25, unmarried, childless, male, employed as agricultural wage laborers, and with an income that rarely covered expenses (see Table 2).

These findings are consistent with the Cambodia Rural-Urban Migration Project (CRUMP) report, which found that 55 percent of migrants are between 15 and 30 years of age, are single more often than not (CRUMP, 2012; Zimmerman, 2014), and that the most common pre-departure occupation of migrants is farming (CRUMP, 2012; Zimmerman, 2014). Agricultural wage labor has been shown elsewhere to be a potential transitioning step to migration. Young people may want to move away from self-employment in the agricultural sector in order to take advantage of wage differentials abroad, or to engage in seasonal migration, without completely breaking the link with agricultural activities at home (Learning for Resilience, 2015; Chandarat and Liv, 2013).

Existing literature also finds that migrants who move cross borders tend to be less educated than internal migrants. According to one research study, about 9 percent of migrants do not have a formal education, 53 percent have had an education up to the primary level, and 35 percent had an education at the secondary level (Hing & Ly, 2014). However, educational attainment and intention to migrate was not strongly related among survey respondents, despite the fact that a majority of respondents had not finished primary school.

Environmental stress factors

Study findings and secondary sources show that the impact of environmental changes on livelihoods is correlated with migration. IOM (2016) found that unpredictability of seasons, rainfall patterns, long dry spells, frequent droughts, and abnormal heat are extreme push factors for migration. Over 75 percent of respondents reported experiencing abnormal weather changes, with drought being the most common at 41 percent. Whether the respondent had experienced drought had a significant impact on whether they had planned or considered migrating. In addition, 80 percent of those who experienced abnormal weather changes stated that their livelihood had been impacted as a result, and they were also statistically more likely to have

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Table 2 Demographics of respondents

<table>
<thead>
<tr>
<th>Demographic variables</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below the age of 25</td>
<td>29%</td>
<td>71%</td>
</tr>
<tr>
<td>Over the age of 25</td>
<td>22%</td>
<td>78%</td>
</tr>
<tr>
<td>Male</td>
<td>28%</td>
<td>72%</td>
</tr>
<tr>
<td>Female</td>
<td>23%</td>
<td>77%</td>
</tr>
<tr>
<td>Unmarried</td>
<td>30%</td>
<td>70%</td>
</tr>
<tr>
<td>Married</td>
<td>23%</td>
<td>77%</td>
</tr>
<tr>
<td>Do not have children</td>
<td>33%</td>
<td>67%</td>
</tr>
<tr>
<td>Have children</td>
<td>22%</td>
<td>78%</td>
</tr>
<tr>
<td>Severe financial distress</td>
<td>37%</td>
<td>63%</td>
</tr>
<tr>
<td>Not in severe financial distress</td>
<td>21%</td>
<td>79%</td>
</tr>
<tr>
<td>Agriculture laborer</td>
<td>32%</td>
<td>68%</td>
</tr>
<tr>
<td>Other profession</td>
<td>24%</td>
<td>76%</td>
</tr>
</tbody>
</table>

Table 3 Environmental stress factors and consideration or intent to migrate

<table>
<thead>
<tr>
<th>Environmental stressors variables</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced drought</td>
<td>28%</td>
<td>72%</td>
</tr>
<tr>
<td>Did not experience drought</td>
<td>23%</td>
<td>77%</td>
</tr>
<tr>
<td>Livelihood impacted by weather changes</td>
<td>27%</td>
<td>73%</td>
</tr>
<tr>
<td>Livelihood not impacted by weather changes</td>
<td>18%</td>
<td>82%</td>
</tr>
<tr>
<td>Experienced lack of water</td>
<td>38%</td>
<td>62%</td>
</tr>
<tr>
<td>Did not experience lack of water</td>
<td>26%</td>
<td>74%</td>
</tr>
</tbody>
</table>
planned or considered migrating abroad. Another statistically significant impact on livelihood was lack of or insufficient water.

Given that 80 percent of agriculture in Cambodia is rain-fed, such changes in weather subsequently affect agricultural production, which in turn affect livelihood strategies (Ministry of Agriculture, Fisheries and Forestry, 2011). Migration offers alternatives for income generation and is hence identified as an important strategy to reduce a household’s vulnerability to environmental risks and economic shocks (Oudry, Pak, & Chea, 2016).

Informal networks
CRUMP (2012) shows that one of the most important factors influencing migration patterns is the presence of informal networks. The significance of this factor was confirmed in EMC’s study and was found to be the strongest predictor of intent to migrate.

Of those who did have a household member who migrated (n=128), 32 percent (n=41) stated that the household member’s decision to migrate was not successful compared to 68 percent (n=87) who stated their decision to migrate was successful.1 When asked what made a migration successful, 53 respondents stated that the migrant no longer has financial worries; when asked what made a migration unsuccessful, 20 respondents stated that the migrant returned with no money and 20 stated that the migrant was trafficked or exploited. Thirteen respondents reported that a household member who had migrated was missing, and nine of those reported that the household member had been missing for more than five years.

Due to the small sample size, it was not possible to determine for certain whether the household members’ relative success or lack of success influenced the respondents’ decision to migrate. However, data analysis showed an interesting pattern whereby those who characterized their household members’ decision to migrate as successful were less likely to report that they planned or had considered migrating themselves. This could be a function of remittances from that household member, which may have eased the financial strain on the household.

Gender dynamics
This study attempted to account for gender dynamics by disaggregating those who would consider migrating by gender. As stated above, males are more likely to have planned or considered migrating abroad than females. This finding corresponds with the finding that males experience more pressure to migrate than females. The most frequent response given for why males experience more pressure to migrate include the belief that men are expected to provide for the family (35 percent), that men are expected to make money (34 percent), and that men are more willing to take the first risk (33 percent). No answers were provided regarding gendered trends in consumption patterns and their role in constructing idealized expressions of masculinity, which have been explored elsewhere as factors motivating males to migrate (Bylander, 2014b). In-depth qualitative methods would be necessary to appropriately explore the nuances in this field and its relation to migration pressures.

---

1 Of the number of household members who migrated, 93 percent went to Thailand for work. The most popular occupation was in construction (45 percent) followed by maritime/seafarer (13 percent). When excluding for outliers, the average cost incurred to migrate from Cambodia to Thailand was USD 149. Forty-four percent of migrants migrated through friends or family, and 34 percent migrated through an informal broker, thus showing that formal agencies of recruitments are underutilized. Thirteen respondents reported their household members missing for an average of 6.46 years. There is no significant impact on whether or not a potential migrant is considering migrating and having a missing family member.
Indebtedness

Migration also occurs as a result of debt (Bylander, 2013; Maltoni, 2007; Tunon & Rim, 2013; Hing & Cheng, 2014). Key stakeholders and secondary sources found that potential migrants often borrow from microfinance institutions (MFIs) or moneylenders because of illnesses, problematic migration experiences (such as a family member being deported, cheated or unable to remit sufficiently), or failed productive investments. According to Bylander (2013), many households reported being in debt to the point of distress and being unable to repay loan principals or interest payments.

In order to further investigate the relationship between debt and push factors to migrate, the study asked potential migrants whether or not they were indebted, to whom, and for what reason. The proportion of indebted sample respondents was 75 percent. Sources of debt included MFIs (41 percent), banks (8 percent), local moneylenders (25 percent), relatives/friends (21 percent), and savings groups (2 percent). Loans were taken out for a variety of reasons, with the most prominent reasons being immediate needs, such as food consumption (39 percent) and illness (27 percent) (see Figure 1). Respondents who had taken loans for immediate needs were more likely to borrow from local moneylenders or relatives and friends.

The significance of sources of debt with regards to whether respondents were planning or considering migrating was dependent on the source of indebtedness. **Bank debt** was shown to significantly impact respondents’ intention to migrate; 38% of those with bank debt had planned or considered migrating abroad, compared to 24% of the others who had planned or considered migrating abroad but did not possess bank debt. It was also found that those with bank debts had taken out more loans than the average respondent, which is a possible explanation of their greater propensity towards migration. **Being indebted to relatives or friends** was also shown to significantly impact intent to migrate. 35 percent of those with debts to friends or relatives had planned or considered migrating, compared to 22 percent of others who had planned or considered migrating abroad but did not possess debt to relatives or friends. A possible explanation is that respondents might feel more social pressure to pay back loans to those they know well, as opposed to MFIs and moneylenders.

**Local employment opportunities**

About 57 percent of Cambodian workers in rural areas are employed in the agriculture industry (CSES, 2014), yet the seasonal cycle of agricultural work limits the amount of money that most workers can make. The IOM found that 73 percent of female respondents and 66 percent of male respondents cited lack of income-generating opportunities within Cambodia as their main reason for migrating (IOM, 2016; Chantavanich, Ito, Middleton, Chutikul, & Thatun, 2013). In order to assess the relationship between employment opportunities and decision to migrate, potential migrants were asked if they were aware of employment opportunities that would be suitable for their skill-level and whether or not they paid well enough. The study found that these factors were not significant in impacting considerations to migrate, suggesting other migration push factors are more important to potential migrants.
**Labor demand**

Out of the 120 businesses interviewed, 38 percent mentioned that there is a need for more staff. Technicians and associated professionals were reported to be in most demand. The garment sector reported the most needs, and accounted for practically all of the demand for technicians and associated professionals revealed in the survey (see Figure 2). This is confirmed by existing research, which has found that 36 percent of manufacturing businesses — which tend to be more labor intensive — cite availability of skilled labor as a major or severe constraint (ADB & World Bank 2014). Job opportunities for potential migrants can therefore be said to be most prevalent within the garment industry, specifically insofar as technicians and associated professionals are concerned.

Almost half of businesses interviewed (46 percent) reported difficulties in recruiting staff members. The results suggest that the agriculture industry has the most difficulty in recruiting staff (58 percent), followed by the garment sector (58 percent), the food and beverage sector (53 percent) and the hospitality sector (45 percent) (see Figure 3). Existing research corroborates the recruitment difficulties found in the formal agricultural industry. Employers in this sector have trouble finding skilled agricultural workers with knowledge about specific agricultural products, as well as processing, and quality control systems (Maltoni, Luch, & Kuoch, 2013).

**Staff recruitment criteria**

Based on the interviews, almost all businesses (88 percent) have certain recruitment selection criteria. The top selection criteria include subjective criteria, such as good personal character or attitude, in addition to objective criteria, such as working experience in relevant field, ability to read and write English, ability to read and write Khmer, and completion of certificate of specific skills. This study found that agricultural plantations and holdings also prioritize an academic degree in contrast to the other sectors interviewed (see Figure 4).

The majority of potential migrants were found to have not completed school beyond primary level, and a sizeable proportion have never attended school. Twenty-three percent of the sample stated that their main source of income is from construction, 15 percent from rice and other crops farming, and 13 percent as a small trader, indicating a lack of relevant work experience for the sectors interviewed.
Similarly, the Cambodia Development Resource Institute (CDRI) reported that the majority of the ~200,000 workers who enter the labor market each year are undereducated, with roughly 30 percent having completed primary school (CDRI, 2015). The World Bank found that 46 percent of large businesses identified an inadequately educated labor force as a major constraint (World Bank, 2013). Workers with a low level of educational attainment are also prevented from moving on to secondary schooling (TVET institutions, for example, require students to have completed grade 9), or from effectively learning during on-the-job training (ILO, 2015). Due to these constraints, the low level of education among the sample population explains many of the recruitment challenges identified in the survey.

### Recruitment practices and challenges

Another reason why businesses may have difficulty in filling employment positions could be due to ineffective dissemination of employment information to the target market. Businesses reported that the most popular means of recruiting staff are through employee referrals (90 percent of businesses), announcements on the company’s premises (53 percent of businesses), public job advertisements through radio, newspapers, and the internet (26 percent of businesses), or through contacting local universities or TVET institutions (16 percent of businesses). The popular use of employee referrals corresponds with potential migrants’ responses, as most stated that they hear about job opportunities through word of mouth (92 percent). However, no potential migrants heard about job opportunities through newspapers or national employment agencies, and only 2 percent heard about job opportunities through radio or television advertisements. Respondents may not hear about opportunities through newspapers due to low literacy levels, as indicated by the fact that the majority of respondents had not completed primary school.

The gaps in labor market information is confirmed in existing research, where it is found that information regarding employer needs and demand for skills is scarce in rural areas. In a study that looked at access to labor market information in rural areas in the Philippines, Vietnam, and Thailand, it was found that difficulties in accessing labor market information renders making informed decisions about training and selecting the most relevant sectors of employment difficult for rural youth (ILO, 2009).

### Employment benefits and contracts

In order to assess the attractiveness of local job opportunities, the research team asked businesses what benefits they offer and respondents what kind of benefits they expect. There does not appear to be a correlation between the size of businesses and the benefits offered; however, benefits do vary by sector. For instance, most food and beverage, hospitality, garment and footwear, and agro-processing/manufacturing industries offer food or food allowance; accommodation was offered most often in the food and beverage, hospitality, and construction industries (see Figure 5).
However, the concept of benefits is not well understood by potential migrants. The benefits potential migrants would like to see include: higher or sufficient salary (16 percent); hospital insurance (11 percent); accommodation (7 percent); and bonuses (6 percent). Eleven percent stated they did not know what benefits they would expect. The results indicate that respondents prioritize salaries over the advertised benefits.

Over half of 120 businesses interviewed (54 percent) reported that no staff have employment contract. Only 30 percent reported that all staff have employment contracts, while the rest reported that everyone has an employment contract except low and/or unskilled workers.

**Skills trainings and partnerships**

The research also evaluated whether or not businesses attempt to compensate for employees’ skills gaps by offering trainings. A significant number of businesses (84 percent) offer their staff skills trainings in different forms. Almost all businesses reported offering on-the-job training, and more than half offer in-house training courses. Twenty-four percent of businesses offer staff capacity building programs by job rotation and 20 percent offer staff training at private TVET institutions. Only 9 percent of businesses reported that their staff members receive training at public TVET institutions. The importance of professional and technical skills training was also highlighted by potential migrants, 39 percent of who stated they needed relevant professional and technical skills in order to stay in Cambodia.

Overall, most businesses believed that the training provided by both public and private TVET institutions only partially meets industries’ needs (75 percent). Those who were unsatisfied described the TVET institutions’ inability to properly deliver: 1) hands-on training (or ability to perform tasks when hired); 2) relevant technical skills; and 3) acceptable soft skills amongst trainees.

Although the majority of businesses reported that TVET institutions do not properly address their demands, almost half of them (45 percent) expressed a willingness to partner with TVET institutions. The majority of businesses were willing to accept TVET institutions’ students for internship positions at their companies and almost half are willing to hire graduates as full-time staff. Most businesses in the construction sector expressed a willingness to partner with TVET institutions followed by the garment and footwear sector, the agro-processing/manufacturing sector, and plantations and commercial agriculture sector (see Figure 6).
CONCLUSIONS

Cambodia’s labor market faces significant shortages of labor in multiple sectors in rural and urban areas. Out of the 120 businesses sampled in the study, nearly 40 percent faced regular shortages of both high and low-skilled labor. At the same time, over one quarter of our sample of potential respondents were planning to or considering migrating abroad in search of employment. As such, there is a substantial disconnect between Cambodia’s labor supply and demand, leading many socioeconomically marginalized individuals to seek employment in neighboring countries, which in turn leads to high-risk exposures to trafficking.

Economic and social profile of target groups
Potential migrants from Cambodia have the following demographic and socioeconomic characteristics: young, unmarried men without children working as agricultural wage laborers with incomes that rarely cover expenses, and at least one family member who has previously migrated. In addition, environmental stressors have been shown to contribute to migration, as individuals who experienced abnormal drought are also more likely to consider migrating for economic purposes. Specific sources of debt have also been shown to be significant predictors of respondents’ intent to migrate. Interestingly, bank debt and debt from relatives or friends were the only potential sources to significantly impact migration considerations, while microfinance institutes, local money lenders, and savings groups were not.

Alternative employment opportunities in Cambodia for populations at risk of being trafficked
The reason behind the labor shortages across the industries interviewed can be explained as a mismatch of the skills that are in demand, compared to the skills available in the workforce. Businesses’ top selection criteria include work experience, literacy in both Khmer and English, in addition to completion of a certificate in certain skills. However, most potential migrants have not completed school and work in either construction or crop farming, and therefore do not possess the necessary technical or professional skills that are most in demand by businesses. Conversely, a sustained demand for non to low-skilled construction, manufacturing, and agricultural workers in Thailand, as well as the relatively higher wages offered there, appear much more in line with the prospective migrants’ skillsets, background, and expectations.

According to respondents who had a household member who had migrated to Thailand, the most popular sector for migrants to Thailand was in construction (45 percent). However, construction is a key growth sector in the Cambodian economy as well, particularly in Phnom Penh and other urban areas (USAID, 2015), and our findings showed that more than a third of the businesses interviewed in the construction sector in Cambodia reported challenges to meet their employment demand. As such, there is significant opportunity for C-TIP to engage with the construction sector, which could be done by supporting capacity development of those already employed in low-skilled positions, and through enhancing business recruitment strategies.
Data suggests that the garment sector suffers from the greatest labor shortage by a significant margin. Garment manufacturing is therefore the most obvious source of alternative employment opportunities for populations at risk of being trafficked. However, current labor shortages in the garment sector could be a function of low wages, especially when considering that factories are often located near urban areas, which are associated with higher costs of living than in rural areas (Sithi). In addition, respondents stated in the survey that they require an average of USD 11.66 per day for their daily expenses (roughly USD 350 a month), which is substantially higher than the USD 140 minimum wage offered by garment factories.

The hospitality industry has the second highest level of unmet labor demands and can provide strong in-country employment alternatives. The labor shortage in the hospitality sector can be explained by lack of necessary skills, as illustrated in the demographic information regarding education level and work experience. However, there is an opportunity for development partners to administer efforts in increasing the labor supply in hospitality in Cambodia by focusing on skills development, particularly in regions with high tourism and eco-tourism growth, such as in Siem Reap and Koh Kong (MoT, 2016).

Businesses may also have difficulty in filling employment gaps due to ineffective recruitment methods. Given that most positions are filled through referrals and word of mouth; the selection scope of potential employees is limited. Presently, recruitment also takes place through public job announcements, formal job agencies, and local schools, yet most potential migrants reported that they do not hear of job opportunities through the aforementioned channels. The recruitment mediums need to be re-strategized to focus on the business sectors of high activity in areas of high migration. Sector- and location-specific recruitment strategies could be employed to focus on garment factories in Phnom Penh (due to the high presence of factories in urban areas) and hospitality in Siem Reap (due to the continued and annual growth in tourism since 1997) (MoT, 2016).

**RECOMMENDATIONS TO ADDRESS ROOT CAUSES OF TRAFFICKING**

In order to effectively address the aforementioned causes of labor shortages and to mitigate the risks of trafficking, the C-TIP program should consider the following recommendations:

I. Institutionally mitigating risks associated with current migration practices should be a significant programming focus. The results show that multiple complex factors are contributing to migration considerations that require long-term institutional changes addressing gaps in Cambodia’s labor market. As most existing projections anticipate continued high-level cross-border migration, interventions should aim for affordable, safe, and market-oriented movement of Cambodian migrants under bilateral schemes, either through the memorandum of understanding system, or through the provision of bilaterally recognized temporary travel documents. Undocumented migration remains a matter of concern, as shown by the low proportion of prospective migrants considering crossing the border with proper travel documents (passport: 47.39 percent; border pass: 1.30 percent; pink card: 6.09 percent).

II. The business and potential migrant surveys showed a significant gap between the skillsets sought by employers and the characteristics of those most likely to consider migrating. Presently, businesses and TVET institutions only provide hard skills training and expect workers to already possess basic literacy and numeracy skills. Most importantly, local-level, sector-specific research should map economically viable businesses where C-TIP can support interventions to decrease the skills gap in areas of high migration outflows. C-TIP could further undertake the following strategies:

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2 Sithi carried out a mapping of garment factories and found that, out of 558 factories identified, 339 were located in the capital city of Phnom Penh, 82 in Kandal province, 28 in Kampong Speu province, and 16 in Sihanoukville province.
i. Under the coordination of the Provincial Committee for Counter-Trafficking (PCCT) and the Provincial Department of Education, support programs that pilot informal literacy and numeracy courses. The PCCT should consistently liaise with the provincial departments of the national employment agencies to offer and monitor job placement initiatives. An initial mapping of the most vulnerable households could be carried out under the leadership of the PCCT.

ii. Improving TVET training programs via measures such as improving course applicability to the employment market, improving access among potential migrants, and promoting high proportions of employment on course completion. It is recommended that future programs build on the current dialogue of TVET system reform, which offers a valuable window to pilot demand-oriented, short-term educational and skills development programming in province-specific growth sectors.

iii. Supporting job-relevant training opportunities at the workplace. Where employers do offer training opportunities, the program should offer technical advice and guidance through formative assessments and recommendations for improvement. Supporting training initiatives targeting those already employed may favor upward mobility for existing employees by creating higher levels of turnover in low-skilled positions and an increase in the demand of entry-level opportunities. This is of particular importance in the construction sector in Phnom Penh and other urban areas as, according to respondents who had a household member who had migrated to Thailand, construction was the most popular sector in employment opportunities abroad (45 percent).

III. Current recruitment practices do not effectively reach a wide range of audiences, suggesting that businesses need to adopt innovative recruitment methods. As such, USAID should improve recruitment practices based on economically viable sectors via targeted social campaign marketing strategies. The sectors could include: hospitality/tourism employment in Siem Reap; the garment sector in and around Phnom Penh; eco-tourism in Koh Kong; and/or agro-processing in Prey Veng. The C-TIP program could begin by mapping active business sectors in areas of high migration outflows, followed by supporting more effective recruitment policies targeting populations at risk of migration.

IV. Substantial amounts of debt are a result of required consumption, such as food and medical costs. Significant focus should be placed on reducing the financial burden of basic and necessary household consumption for potential migrant populations through implementing measures, such as savings groups.

V. There should be a focus on the impacts of environmental changes, due to the stress that this places on agricultural-based households. Drought is a strong predictor of respondents’ intentions to migrate, so interventions should focus on resultant livelihood challenges. Specific programs for consideration are early warning systems, crop insurance schemes, and drought resilient infrastructure development.

VI. The study highlighted considerable gender-based differences in the social perception of migration. Yet, while males reportedly face greater pressure to migrate, Tunon and Rim (2013) report a steady pace of feminization of migration flows within Cambodia and across borders. It remains crucial to include gender considerations regarding increased educational and economic opportunities when designing and implementing trafficking prevention initiatives.

VII. Businesses may justify informal contracts by claiming that workers prefer not to be bound to a single company, so that they can switch jobs if another company offers a more competitive wage. However, potential migrants value income and food security, as is evidenced by the fact that farming remains Cambodia’s main form of subsistence despite relatively lower wages earned in this sector compared to jobs in other sectors (ILO, 2015). In order to attract potential migrants to relevant employment opportunities, the C-TIP program should work with businesses to secure work contracts for employees and improve income security.
ANNEXES
ANNEX I: STATISTICAL ANALYSIS

Demographic characteristics

Demographic characteristics: Age and gender

Demographic characteristics: Age and gender (C1) – Significance

Mean of migrate

<table>
<thead>
<tr>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over 25 years old</td>
<td>Up to 25 years old</td>
</tr>
<tr>
<td>Over 25 years old</td>
<td>Up to 25 years old</td>
</tr>
</tbody>
</table>

0.1 0.2 0.3

Fraction by Do you plan or would you consider migrating?

<table>
<thead>
<tr>
<th>Gender</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>0.25</td>
<td>0.75</td>
</tr>
<tr>
<td>Female</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

Fraction by Old

<table>
<thead>
<tr>
<th>Old</th>
<th>Up to 25 years old</th>
<th>Over 25 years old</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>0.25</td>
<td>0.75</td>
</tr>
<tr>
<td>No</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

Fraction by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>0.25</td>
<td>0.75</td>
</tr>
<tr>
<td>No</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>
**Marital status and migration**

![Marital status and migration chart](chart1)

**Demographic characteristics: Children**

![Demographic characteristics chart](chart2)
Demographic characteristics: Income and Expenditure

- More than enough
- Just enough
- Usually enough but not always
- Rarely enough

Satisfaction of present situation in Cambodia and migration
- Very satisfied
- Satisfied
- Somewhat satisfied
- Not satisfied
- Not satisfied at all

School grade reached

- Attended school up to grade ...
Environmental Stressors

Environmental Stressors: Impact on livelihood

Informal networks

Household member migration destination

Household member migration occupation
**Channel of migration**

- Through a private recruitment agency: 9%
- Through a broker: 34%
- Through friends or family: 44%
- Independently/on his or her own: 10%
- Other: 3%

**Main reasons for migrating**
- Cannot find work
- Higher income
- Leave home
- Risk of environmental changes
- Better working conditions
- Other
- Underemployed
- Join friends/family abroad
- Pay back debts
- Social pressure to earn money
- Seek education opportunities

**Informal Networks: Success and Criteria**

<table>
<thead>
<tr>
<th>Criteria for Migration Success</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>No financial worries</td>
<td>53</td>
</tr>
<tr>
<td>Material purchases</td>
<td>24</td>
</tr>
<tr>
<td>Children's education</td>
<td>20</td>
</tr>
<tr>
<td>New house</td>
<td>14</td>
</tr>
<tr>
<td>Remittances</td>
<td>8</td>
</tr>
</tbody>
</table>
Informal Networks: Unsuccessful Migration and Missing Persons

Gender dynamics

Q58 Which gender migrates more often?  
<table>
<thead>
<tr>
<th>Gender</th>
<th>Frequency</th>
<th>% of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>489</td>
<td>53%</td>
</tr>
<tr>
<td>Female</td>
<td>150</td>
<td>16%</td>
</tr>
<tr>
<td>Same</td>
<td>280</td>
<td>30%</td>
</tr>
<tr>
<td>Total</td>
<td>919</td>
<td>100%</td>
</tr>
</tbody>
</table>

Q59 -- Which gender experiences more pressure to migrate?  
<table>
<thead>
<tr>
<th>Gender</th>
<th>Frequency</th>
<th>% of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>695</td>
<td>76%</td>
</tr>
<tr>
<td>Female</td>
<td>107</td>
<td>12%</td>
</tr>
<tr>
<td>Same</td>
<td>76</td>
<td>8%</td>
</tr>
<tr>
<td>Don't know</td>
<td>41</td>
<td>4%</td>
</tr>
<tr>
<td>Total</td>
<td>919</td>
<td>100%</td>
</tr>
</tbody>
</table>

Reasons for pressure on women to migrate

- Women are expected to provide for the family support: 9%
- Women are expected to contribute to household income: 38%
- Women are more willing to help resolve family problems: 14%
- Women are more willing to take risks for their family: 7%
- Other: 10%
- Women can remit more money than men: 14%
- More availability of jobs: 25%
- Don't know: 10%
Indebtedness and migration

Amount of loans taken out

[Chart showing reasons for pressure on men to migrate]

Indebtedness by source

Impact of indebtedness

[Bar chart showing % responses for different sources of indebtedness]
**Indebtedness: by purpose**

What is the purpose of the loan at present?

- Food consumption
- House building
- Agriculture Plantation
- Purchase material goods
- Improve Existing Business
- Expand Business
- Pay back other loan
- Education
- Illness

**Employment opportunities**

*Employment status*

- Unemployed
- Have an employer
- Student
- Unpaid household work
- Both self-employed and have an employer
- Self-employed
- TVET
Employment Opportunities: Current Livelihood Activity

- Hospitality
- Animal raising
- Agriculture labourer
- Garment worker
- Other
- Rice and other crops farming
- Small trader
- Construction worker
- Private company worker
- Restaurant
- Government official/public servant
- Fishing

Awareness of local employment opportunities

- Relevant employment in community
  - Yes
  - No

- Adequate employment conditions in Cambodia?
  - Yes
  - No

Fraction by

It that makes working conditions so bad?

- Adequate wages
- Unenforceable labour laws
- Arduous work
- Lack of stability

% responses

- Inadequate wages
- Unenforceable labour laws
- Arduous work
- Lack of stability
**Number of employees**

![Bar chart showing the distribution of employees by category: Fewer than 100: 90, More than 100: 30.]

**Percentage of female employees**

![Bar chart showing the percentage of female employees: Less than 50%: 54.17, 50% or more: 45.83.]

**Percentage of female employees by business sector**

- **Agriculture**: 50%
- **Food and beverage**: 50%
- **Agro-processing/manufacturing**: 50%
- **Garment and footwear**: 50%
- **Construction**: 50%
- **Hospitality**: 50%

Graphs by Business sectors
### Analysis of businesses interviewed

**Position needed by sector**

<table>
<thead>
<tr>
<th>Vacant position</th>
<th>No. of businesses</th>
<th>No. of workers</th>
<th>Average no. of workers needed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technician and associated professionals</td>
<td>13</td>
<td>270</td>
<td>21</td>
</tr>
<tr>
<td>Garment workers</td>
<td>5</td>
<td>113</td>
<td>23</td>
</tr>
<tr>
<td>Services and sales workers</td>
<td>21</td>
<td>74</td>
<td>4</td>
</tr>
<tr>
<td>Clerical support workers</td>
<td>12</td>
<td>44</td>
<td>4</td>
</tr>
<tr>
<td>Skilled agriculture workers</td>
<td>3</td>
<td>21</td>
<td>7</td>
</tr>
<tr>
<td>Supervisors</td>
<td>7</td>
<td>18</td>
<td>3</td>
</tr>
<tr>
<td>Plant and machine operators</td>
<td>6</td>
<td>13</td>
<td>2</td>
</tr>
<tr>
<td>Managers</td>
<td>4</td>
<td>4</td>
<td>1</td>
</tr>
</tbody>
</table>
**Staff recruitment criteria needed by sector**

- **Agriculture**
  - Personal character / attitude
  - Work experience
  - English reading/writing
  - Certificate of technique/skill
  - Physical strength

- **Food and beverage**
  - Personal character / attitude
  - Work experience
  - English reading/writing
  - Certificate of technique/skill
  - Physical strength

- **Agro-processing/manufacturing**
  - Personal character / attitude
  - Work experience
  - English reading/writing
  - Certificate of technique/skill
  - Physical strength

- **Garment and footwear**
  - Personal character / attitude
  - Work experience
  - English reading/writing
  - Certificate of technique/skill
  - Physical strength

- **Construction**
  - Personal character / attitude
  - Work experience
  - English reading/writing
  - Certificate of technique/skill
  - Physical strength

- **Hospitality**
  - Personal character / attitude
  - Work experience
  - English reading/writing
  - Certificate of technique/skill
  - Physical strength

**Job information provided during recruitment**

- **Job specifications**
  - Position
  - Food Allowance
  - Required qualifications
  - Salary
  - Accommodation
  - Required work experience
  - Hospitalization insurance
Skills gap ( Sufficiency of staff by sectors )

Graphs by Business sectors

Recruitment practices and challenges

percent

Employee referral Announcement on premises Public job ad Contact university/TVET Local employment agency National employment agency
Employment benefit by sectors

Graphs by Business sectors

Employment contracts

Graphs by Business sectors
Skills training and partnerships

Willingness to partner with TVET institutions/centers

Seasonal labor shortages
ANNEX II: STATEMENT OF WORK

METHODOLOGY (PROGRAM DESCRIPTION)
EMC’s research will feature two components in line with the project goals:

Component 1 (C1)
A thorough assessment of vulnerable persons at risk of being trafficked, their socioeconomic profile, skills, and drivers and decision making process for migration

Component 2 (C2)
An assessment of the domestic employment market in order to understand what opportunities exist for re-directing those persons that would otherwise migrate and what the bottlenecks are.

Once the secondary and primary research for each of these components has been completed, a report will be produced aligning these two sides of the market, in order to make recommendations for the C-TIP program to address the root causes of trafficking in Cambodia. This approach is described in detail below.

Component 1 (C1): Research with Project Beneficiaries
This component of the research will focus on those persons at risk that are planning to migrate, domestically or internationally, in the nine target provinces: Banteay Meanchey, Siem Reap, Kampong Cham, Koh Kong, Phnom Penh, Prey Veng, Kampong Thom, Oddar Meanchey, and Svay Rieng.

C1 Phase 1: Project Inception

Desk Review of Existing Reports and Data
The team will begin with a comprehensive review of the existing data and literature, to assess what is currently known about migration, and those areas that still remain unclear.

Until recently, very little attention was paid by the RGC and the research community to Cambodian migration. As a result, the data available for analysis are very limited. Aside from a recent study that looked at a specific sample of domestic migrants, information on out-migration in the country can be obtained from the CDB database, which only provides a snapshot of the estimated total number of out-migrants over 18 years old, as self-reported by participating households. It does not contain any information on the length of migration, exact destination, or employment sector, nor does it contain information on migrants under 18 (a key migrant group, given that many Cambodians migrate at the age of 14 or 15).

At the same time, the Government of Thailand has recognized the pressing issue of large numbers of undocumented workers from neighboring countries migrating for work and has initiated a registration initiative, which covers Cambodian migrant workers among others. However, this only includes adult workers (over 18) that are legally allowed to work in Thailand.

However, as mentioned above, the issue of migration, both domestic and international, has been gaining attention from the research community, resulting in a number of recent or ongoing studies that could be leveraged for this project. The main goal of this review, therefore, is to consolidate and capitalize on the existing, fragmented knowledge base, identify research gaps relevant for this project, and inform development of targeted research tools.

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4 Including several undertaken by EMC
**Interviews with Service Providers and Government and Regional Research**

In parallel with the desk review, EMC will arrange to speak with key stakeholders on the migration landscape. These will include service providers that attempt to mitigate the negative consequences of migration, or aid in the recovery of those persons injured (physically, economically, or emotionally) that have been trafficked\(^5\). Government agencies will also be approached, such as the Ministry of Planning (MoP), the National Employment Agency (NEA), and the Ministry of Labor and Vocational Training (MoLVT), among others. These interviews (approximately 10 government and 10 service providers) will provide a greater understanding of the current issues and opinions of migration causes, which will help to formulate the research hypothesis.

During this initial research phase, the C1 Lead will travel to Thailand to interview key stakeholders develop a better understanding of recruitment practices and employment opportunities that migrants are choosing to pursue, as well as obtain any recent research and data on the topic that are not yet available in English in order to produce as complete a picture of cross-border migration as possible.

**Research Tools Development**

Once this research has been carried out, the EMC team will develop design the survey tools to be used across the selected provinces. Previous studies have heavily weighted speaking to those that had already migrated and/or been trafficked. This survey, building on this body of knowledge, will focus on those at the beginning of the migration process and cover potential migrants’ general socioeconomic background, skills and previous work experience, drivers for labor migration, knowledge and perceptions of destinations and employment opportunities (internationally and domestically), preferred recruitment methods, information channels, and others.

In light of previous research that hasn’t taken into account people under the age of 18 (a critical oversight given that the working age in Cambodia is 15\(^6\)), this research methodology will pay special attention to the age group of 13-18 year olds, as well gender dimensions of migration. The team will then prepare an inception report, including a thorough overview from the desk research and information gained from the KIIs, as well as the research hypothesis, methodology and survey tools. This report will be presented to USAID and Winrock and updated with any feedback, before the project continues to the primary research stage.

**C1 Phase 2: Primary Research**

EMC will contract survey administrators to conduct a survey across the nine target provinces. At the moment, a sample size of 900 respondents total has been budgeted; survey quotas will be adjusted across each target province based on its out-migration rate and other important C-TIP program factors to be discussed. This research will include an even split of male and female respondents, and it is proposed that we will pay particular attention to children aged 13-18 given the lack of information on this group. As mentioned before, this study will focus on those who are in the beginning of their migration decision making process.

**Component 2 (C2): Research with Employers**

This component of the research will focus on areas of employment across Cambodia that could support increased numbers of low-skilled workers, and identifying the skills that may be necessary to help mitigate migration to other provinces/countries.

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\(^5\) A recent services directory, compiled by Chab Dai and ILO, will be used to identify relevant service providers in target areas.

\(^6\) In practice, 13-14 year olds often migrate for work as well.
C2 Phase 1: Project Inception

**Desk Review and Assessment of Sectors for Low-Skilled Workers**

This demand-side research will focus on assessing which sectors offer the largest opportunity for increased decent employment of low-skilled workers in Cambodia. EMC experts will use macroeconomic targeting approach to identify suitable employer sectors that fit within the definition of decent work, which could include, but are not limited to, garment factories, tourism and service industries, Special Economic Zones (SEZs), Economic Land Concessions (ELCs), among others. EMC will carry out a desk-research assessment of the nine target provinces, including investigation of data from the 2011 Economic Census and the 2013 Inter-Censal Economic Survey.

The assessment will also take into consideration geographic differences between the target provinces and regions, such as prevalence of services and tourism sector jobs in Siem Reap, the rubber and other industries in the Southeast, and other differences.7

**Key Informant Interviews with Employers and Sector Associations**

EMC will identify and interview leaders of sector associations and management of key businesses in each of the sectors that offer potential for increased employment of low-skilled workers (identified in the desk research). These interviews will provide sector-specific insights from key decision makers and contribute to the understanding of employer skills and worker requirements that will inform the employer survey (below). Most sector associations are based in Phnom Penh, therefore the targeting and interviewing of this group will require a relatively low level of effort in comparison to the valuable insight it will provide.

**Research Tools Development**

With the above research completed, the C2 Lead will develop the research tools and data collection plan, along with the employer survey. The research methodology will be led by the results of the desk review and the interviews above; the survey will then qualify the assumptions developed during desk research. The employer survey will seek to answer the following key questions, among others:

- What type of worker are companies currently employing?
- What skills gaps exist?
- What are the foreseen areas of growth/decline?
- How do companies recruit their staff?

C2 Phase 2: Employer Survey

EMC will oversee the implementation of a national employer survey, targeting those industries as identified in phase 1. The sample group is currently budgeted to be made up of 120 companies across the identified provinces that a) employ full-time workers other than family members and b) offer decent employment.8

This sample size is an estimate that will be weighted to reflect the number of companies in each province, in order that the sample is representative of the market for low-skilled employment.

---

7 In 2008-2009, EMC supported USAID’s MSME program in developing “provincial investment profiles” summarizing key industries across twelve Cambodian provinces.

8 As defined by the ILO
The final deliverable for this project will be a full report, describing, in detail, the situation of vulnerable people who are considering labor migration; and an assessment of the Cambodian employment market for low-skilled workers. The nature of the research allows for this report to provide an overview of these markets for the Cambodian context, and an individual provincial level analysis of labor migration drivers – and therefore opportunities to minimize this phenomenon. It is expected that this research will therefore present different scenarios between provinces; some might be more heavily influenced by their location to international borders, and others may provide greater local employment opportunities through existing or developing SEZs or otherwise.

Milestones and deliverables are summarized in the figure, below.
ANNEX II: STUDY METHODS AND LIMITATIONS

A literature review was conducted to determine the primary themes associated with migration among potential migrants in Cambodia and a survey of potential migrants was developed based on the themes identified. Survey results were analyzed independently to determine statistical significance with respondents planning or considering migrating. Where significance was determined using Pearson’s chi-squared test at the 95th percentile, variables were included in the regression model.

Multivariate regression analysis
The final independent variables included in the multivariate regression model were: age (below or above 25); sex (female or male); financial distress (those with income that rarely covers expenditures); debt (presence of household debt); family history of migration (those with a family member who has migrated internationally); and, drought impacts (those who experienced drought that had affected their livelihoods).

| Migrate                  | Odds Ratio | Std. Err. | z     | P>|z|  | 95% Conf. Interval       |
|-------------------------|------------|-----------|-------|------|--------------------------|
| Age                     | 0.9721     | 0.0106    | -2.59 | 0.01 | 0.9515-0.9931            |
| Female                  | 0.6620     | 0.1307    | -2.09 | 0.037| 0.4495-0.9750            |
| Financial distress      | 1.6261     | 0.4007    | 1.97  | 0.049| 1.0032-2.6358            |
| Drought Impact          | 1.3920     | 0.2266    | 2.03  | 0.042| 1.0117-1.9153            |
| Indebted                | 1.4463     | 0.2788    | 1.19  | 0.056| 0.9912-2.1104            |
| Family migrant          | 1.7284     | 0.3672    | 2.58  | 0.01 | 1.1397-2.6211            |
| Female x financial distress | 1.3767 | 0.4529    | 0.97  | 0.331| 0.7225-2.6233            |
| _cons                   | 0.4303     | 0.1468    | -2.47 | 0.013| 0.2204-0.8398            |

The multivariate regression model found significance in several of the theorized factors associated with considering migrating through the literature review. Having planned or considering migrating is associated with a number of dummy explanatory variables, including: age (OR=0.9721); being male (OR=0.6620); experiencing financial distress (1.6261); experiencing livelihood impacts from drought (OR=1.3920); and having a family member who has migrated (OR=1.7283). All correlations were significant with a p-value < 0.05. The model, however, did not show the same level of significance (p-value = 0.056) when examining the correlation between having debts and considering migrating.

Limitations
Regarding limitations, the enumerators faced various challenges during the actual data collection process. Since data collection took place during the rainy season, the rain rendered the roads difficult to travel on, thus limiting the area that could be covered by the research team. Many potential respondents were also occupied with rice farming (including local authorities) and were thus unable to be interviewed. In addition, many male respondents were occupied with daily livelihood activities, or had already experienced cross-border migration, and thus were excluded from the study. This was particularly evident when compared to the female sample, which experienced less past experience with migration. In areas with high migration, the
team attempted to identify adolescents but many were at school and were not available to be interviewed. To compensate for these challenges, the enumerators resorted to reserve villages. Due to this strategy, the teams were able to achieve a nearly gender-balanced sample.

Other challenges the teams faced included formality requirements from some local authorities in Phnom Penh. In some occasions, the teams were told that they needed to seek approval from commune chiefs before they could conduct research in the villages. In one case in Kilomaet Lek Pramhuoy commune, Russey Keo district, the commune leader did not approve the research and requested a permission letter from the district governor or capital hall. Since the team could not obtain a permission letter in time, they were not able to carry out research in the commune. This has not happened before in EMC’s experience.

The team also experienced difficulty in identifying young respondents in Phnom Penh during the weekdays since many were occupied at work. For this reason, the data collection schedule was rearranged to ensure that the team could carry out interviews over the weekend in Phnom Penh. In addition, young adolescents in general (those aged 15-20 years of age) often felt uncomfortable and were not confident while being interviewed, which limited the richness and quality of the data from that specific age group.
ANNEX III: DATA COLLECTION INSTRUMENTS

Component 1

Date

Hour

ID

General Information

1. Province
   o Banteay Meanchey
   o Kampong Cham
   o Kampong Thom
   o Koh Kong
   o Phnom Penh
   o Prey Veng
   o Odor Meanchey
   o Siem Reap
   o Svay Rieng

   Banteay Meanchey district
   o Mongkol Borei
   o Paoy Paet
   o Preah Netr Preah
   o Other (specify:.................................)

   Kampong Cham district
   o Chamkar Leu
   o Prey Chhor
   o Stueng Trang
   o Other (specify:.................................)

   Kampong Thom district
   o Baray
   o Kampong Svay
   o Stoung
   o Other (specify:.................................)

   Koh Kong district
   o Khemara Phoumin
   o Srae Ambel
Phnom Penh district
- Mean Chey
- Pur Senchey
- Russey Keo
- Other (specify: ..........................................)

Prey Veng district
- Kampong Trabaek
- Pea Reang
- Preah Sdach
- Other (specify: ..........................................)

Odor Meanchey district
- Banteay Ampil
- Samraong
- Other (specify: ..........................................)

Siem Reap district
- Chi Kraeng Puok
- Siem Reap
- Other (specify: ..........................................)

Svay Rieng district
- Kampong Rou
- Romeas Haek
- Svay Chrum
- Other (specify: ..........................................)

Banteay Meanchey commune
- Banteay Neang
- Chob Veari
- Paoy Paet
- Phnum Lieb
- Phsar Kandal
- Ruessei Kraok
- Other (specify: ..........................................)

Kampong Cham commune
- Boeng Nay
- Bos Khnor
- Chrey Vien
- Preak Kak
- Me Sar Chrey
- Svay Teab
- Other (specify: ........................................)

Kampong Thom commune
- Ballangk
- Pralay
- Samprouch
- San Kor
- Trapeang Russei
- Triel
- Other (specify: ........................................)

Koh Kong commune
- Dang Tong
- Srae Ambel
- Other (specify: ........................................)

Phnom Penh commune
- Boeng Tumpun
- Chaom Chau Kakab
- Russei Kaev
- Stueng Mean chey
- Tuol Sangkae
- Other (specify: ........................................)

Prey Veng commune
- Banteay Chakrei
- Cham
- Kou Khchak
- Prey Pnov
- Roka
- Rumchek
- Other (specify: ........................................)

Odor Meanchey commune
- Ampil
- Koun Kriel
- Other (specify: ........................................)

Siem Reap commune
- Kouk Chak
- Kouk Thlok Kraom
- Puok
- Reul
- Ruessei Lok
- Sla Kram
- Other (specify:.................................)

Svay Rieng commune
- Chrey Thum
- Kampong Trach
- Khsaetr
- Kraol Kou
- Kruos
- Svay Ta Yeay
- Other (specify:.................................)

Banteay Meanchey village
- Andoung Thmor Meas
- Anlong Mean Trop
- Chakkrei
- Kabau
- Kak
- Kbal Spean 1
- Pongro
- Prachea Thorm
- Pralay Luong Leu
- Trang
- Tro Louk Tboung
- Tumnob Kor 5
- Other (specify:.................................)

Kampong Cham village
- Boeng Daeng
- Chheu Bak
- Doun Dei
- Ou Beng
- Sameakki
- Svay Teab
- Trapeang Thum
- Tuol Pou
- Tuol Ta Kaor
- Veal Ri Kaeut
- Veal Thnong
- Other (specify:.................................)
<table>
<thead>
<tr>
<th>Village</th>
<th>Sub-Villages</th>
</tr>
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<tbody>
<tr>
<td>Kampong Thom village</td>
<td>Chhuk</td>
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<td></td>
<td>Kdei Ta Chen</td>
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<td>Lvea</td>
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<td></td>
<td>Neang Sa Lngeach</td>
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<td></td>
<td>Ou Rumchek</td>
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<td></td>
<td>Prey Preal Kha</td>
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<td>Sampov Meas</td>
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<td>Samraong</td>
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<td>San Kor Ka</td>
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<td>Sralau Toung</td>
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<td>Tras</td>
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<td>Other (specify: ......................................)</td>
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<tr>
<td>Koh Kong village</td>
<td>Phum Ti Bei</td>
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<td>Trapeang</td>
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<td>Other (specify: ......................................)</td>
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<tr>
<td>Phnom Penh village</td>
<td>Boeng Salang</td>
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<td></td>
<td>Chamkar Ovloek Chamraeon Phal</td>
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<td>Damnak Thum</td>
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<td>Kouk Chambak</td>
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<td>Mittakpheap Phsar Touch</td>
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<td>PorPrork Khang Cheung</td>
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<td></td>
<td>Ruessei</td>
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<td>Tnaot Chrum</td>
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<td>Trapeang Thloeng</td>
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<td>Tuol Sangkae</td>
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<td>Other (specify: ......................................)</td>
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<tr>
<td>Prey Veng village</td>
<td>Chamreh</td>
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<td></td>
<td>Chi Puk</td>
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<td>Chipeay</td>
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<td>Kaoh Chuor Ti Pir</td>
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<td>Kou Kraok</td>
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<td>Me Lob</td>
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<td>Pras Sva</td>
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<td>Prey Pnov</td>
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<td>Roung</td>
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<td>Samreab</td>
</tr>
</tbody>
</table>
○ Ta Nal
○ Tnaot
○ Other (specify:........................................)

Odor Meanchey village
○ Kouk Phluk
○ Lbaeuk Ritth
○ Other (specify:........................................)

Siem Reap village
○ Boeng
○ K'aek Tum
○ Kakaoh
○ Kouk Beng Kouk Chan
○ Kouk Thmei
○ Mondol Bei
○ Sla Kram
○ Thmei
○ Tumrueng Yeang
○ Other (specify:........................................)

Svay Rieng village
○ Chheu Phleung
○ Kampong Trach
○ Lvea
○ Pou
○ Pou Thmei
○ Prey Chheu Teal
○ Prey Nhay
○ Prey Sangkae
○ Prey Thlok
○ Ruessei Totueng Samraong
○ Srah
○ Other (specify:........................................)

Migration level
○ High
○ Low

Original or reserve village
○ Original
○ Reserve

Village code:
2. Age

3. Sex
   - 1. Male
   - 2. Female

4. What is your marital status?
   - 1. Single
   - 2. Married
   - 3. Widowed
   - 4. Divorced

5. Do you have children?
   - 1. Yes
   - 2. No

6. How many children are in your household?

7. How many adults are in your household?

8. What is the highest level of education you have completed?

9. Are you still in school?
   - 1. Yes, public school
   - 2. Yes, TVET
   - 3. No
   - 4. Other (specify: ________________________)

10. What is your employment status?
    - 1. Self-employed
    - 2. Unpaid household work
    - 3. Have an employer
    - 4. Self-employed and also have an employer
    - 5. Student
    - 6. Unemployed
    - 7. Internship
    - 8. Enrolled in a TVET programme
11. What is your family’s primary livelihood?
   ○ 1. Rice and Other crops farming
   ○ 2. Fishing
   ○ 3. Animal raising
   ○ 4. Agriculture laborer
   ○ 5. Small trader
   ○ 6. Government official / public servant
   ○ 7. Private company worker
   ○ 8. Garment worker
   ○ 9. Construction worker
   ○ 10. Restaurant
   ○ 11. Hospitality
   ○ 12. Other (specify:..........................................)

12. What is your family’s secondary livelihood?
   ○ 1. Rice and Other crops farming
   ○ 2. Fishing
   ○ 3. Animal raising
   ○ 4. Agriculture laborer
   ○ 5. Small trader
   ○ 6. Government official / public servant
   ○ 7. Private company worker
   ○ 8. Garment worker
   ○ 9. Construction worker
   ○ 10. Restaurant
   ○ 11. Hospitality
   ○ 12. Other (specify:..........................................)
   ○ 13. None

13. How many hectares of agricultural land does your household own? (999 - Don’t know)
    ...........................................................................................................................................
    ...........................................................................................................................................

14. How many hectares of agricultural land does your household rent? (999 - Don’t know)
    ...........................................................................................................................................
    ...........................................................................................................................................

15. How much does your household need to cover monthly expenses? (999 - Don’t know)
    ...........................................................................................................................................
    ...........................................................................................................................................

16. How much are your average daily expenses? (999 - Don’t know)
    ...........................................................................................................................................
    ...........................................................................................................................................
17. Does your household income cover your necessary expenses?
   - 1. More than enough with savings left over
   - 2. Just enough for necessary expenses
   - 3. Usually enough for necessary expense but not always
   - 4. Rarely enough for necessary expenses

18. How much are your household basic daily expenses? (999 - Don't know)
   ........................................................................................................................................
   ........................................................................................................................................

19. How would you rate your living conditions in Cambodia?
   - 1. Very good
   - 2. Good
   - 3. Adequate
   - 4. Bad
   - 5. Very bad

20. Are you satisfied with your present situation?
   - 1. Very satisfied
   - 2. Satisfied
   - 3. Somehow satisfied
   - 4. Not satisfied
   - 5. Not satisfied at all

21. Does your family have a poor card?
   - 1. ID Poor 1
   - 2. Poor 2
   - 3. No
   - 4. In process
   - 999. Don't know

Challenges due to climate and environmental changes

22. Has your community experienced any of the following environmental changes in the last 5 years? (multiple answer)
   - 1. Soil degradation
   - 2. Water pollution
   - 3. Prolonged drought
   - 4. Flooding
   - 5. Changes in rainfall pattern
   - 6. Cyclones / storms
   - 7. Other (specify:.............................................)
   - 8. None (Skip to Q26)

23. Has your livelihood been affected by any of these environmental changes?
24. How did it affect them? (multiple answer)
   - 1. Destruction of equipment and housing
   - 2. Decline in production (crop, fish, or livestock)
   - 3. Temporary displacement
   - 4. Protracted displacement
   - 5. Increase in human vector or water borne diseases
   - 6. Increase in livestock mortality
   - 7. Other (specify:..........................................)

25. How did you deal with the changes? (multiple responses)
   - 1. Rationed food consumption
   - 2. Looked for job in another sector
   - 3. Migrated or sent family member to migrate
   - 4. Took out loan
   - 5. Sell land
   - 6. Change crop production
   - 7. Relocated nearby temporary
   - 8. Relocated nearby permanently
   - 9. Other (specify:..........................................)
   - 10. Do nothing

Local employment opportunities

26. What do you think is needed to improve your financial situation? (multiple answer)
   - 1. Install irrigation system (production)
   - 2. Facilitated access to market (distribution)
   - 3. Income diversification options
   - 4. Access to technical and vocational training programmes
   - 5. Support from the government
   - 6. Access to land and productive asset
   - 7. Access to credit
   - 8. Access to crop insurance schemes
   - 9. Facilitated access to migration channels
   - 10. Higher wages
   - 11. Other (specify:..........................................)
   - 999. Don't know

27. Do you hear about any relevant employment opportunities around your district / community?
   - 1. Yes
   - 2. No (Skip to Q30)
28. In which sector? (multiple answer)
   o 1. Farming (short term labor work)
   o 2. Farming (long term labor work)
   o 3. Hospitality
   o 4. Fishing
   o 5. Domestic work
   o 6. Collect NTFP
   o 7. Livestock raising
   o 8. Manufacturing
   o 9. Handicrafts
   o 10. Other (specify:..................................)

29. Through which channel have you sought employment opportunities in your district (multiple answer)
   o 1. Word-of-mouth
   o 2. Radio/TV
   o 3. Newspaper
   o 4. Public event (forum)
   o 5. National employment agency
   o 6. Migrant resource center
   o 7. Individual recruiter
   o 8. School
   o 9. Internet
   o 10. Other (specify:..................................)
   o 11. None

30. Have you ever actively sought for relevant employment opportunities around your district?
    o 1. Yes
    o 2. No (Skip to Q32)

31. Through which channel have you sought employment opportunities in your district (multiple answer)
    o 1. Word-of-mouth
    o 2. Radio
    o 3. Newspaper
    o 4. Public event (forum)
    o 5. National employment agency
    o 6. Migrant resource center
    o 7. Individual recruiter
    o 8. School
    o 9. Other (specify:..................................)
    o 10. None

32. Do you think the local employment opportunities pay enough?
33. Do you think the employment conditions in Cambodia are adequate?
   ○ 1. Yes
   ○ 2. No (Skip to Q35)
   ○ 999. Don't know (Skip to Q36)

34. If yes, why? (Check all that apply)
   ○ 1. Adequate wages
   ○ 2. Employers respect labor laws
   ○ 3. Employers are understanding to their workers
   ○ 4. Little risk of occupational hazards in work environment
   ○ 5. Employees’ concerns are respected
   ○ 6. Employees are allowed time off
   ○ 7. Working conditions are good
   ○ 8. Employees are guaranteed work stability
   ○ 9. Employers build proper infrastructure to ensure employees are entertained during their time off, e.g. Street lights and gardens
   ○ 10. Access to decent facilities at the workplace (access to drinking water, separated restrooms)
   ○ 11. Access to decent facilities after the working hours (dormitories)
   ○ 12. Safe transportation to and from the workplace
   ○ 13. Access to social benefits (health, maternity leave, pensions etc…)
   ○ 14. Access to skills development / on-the-job training opportunities
   ○ 15. Freedom of movement
   ○ 16. Other (specify:..........................................)

35. If no, why not? (Check all that apply)
   ○ 1. Inadequate wages
   ○ 2. Employers do not respect labor laws
   ○ 3. Employers are not understanding to their workers
   ○ 4. Risk of occupational hazards in work environment
   ○ 5. Employees are disrespected
   ○ 6. Employees are not allowed time off
   ○ 7. Working conditions are arduous
   ○ 8. Employees are dismissed easily/lack of stability
   ○ 9. Employers neglect building proper infrastructure for employees during their time off
   ○ 10. Limited or no access to decent facilities at the workplace (access to drinking water, separated restrooms)
   ○ 11. Limited or no access to decent facilities after the working hours (dormitories)
   ○ 12. Unsafe transportation to and from the workplace
   ○ 13. Limited or no access to social benefits (health, maternity leave, pensions etc…)
36. Do you think employment conditions in other countries are better than in Cambodia?
   - 1. Yes
   - 2. No (Skip to Q39)
   - 3. Same
   - 999. Don't know (Skip to Q39)

37. If so, why are employment conditions in other countries better than in Cambodia? (Check all that apply)
   - 1. Better wages
   - 2. More respect for labor rights
   - 3. Shorter hours
   - 4. Employers are kinder to their workers
   - 5. Less risk of occupational hazards in work environment
   - 6. Employers offer benefits (name benefits ___)
   - 7. Employees are guaranteed work stability
   - 8. More activities to do around work place during time off
   - 9. Access to decent facilities at the workplace (access to drinking water, separated restrooms)
   - 10. Access to decent facilities after the working hours (dormitories)
   - 11. Safe transportation to and from the workplace
   - 12. Access to social benefits (health, maternity leave, pensions etc…)
   - 13. Access to skills development / on-the-job training opportunities
   - 14. Restricted freedom of movement
   - 15. Other (specify:..........................................)

38. You think better employment conditions are a main motivation for people to move to other countries?
   - 1. Yes
   - 2. No

Debt

39. Does your household have any loans presently? (multiple answer)
   - 1. None (Ask Q42 then skip to Q45)
   - 2. MFI
   - 3. Bank
   - 4. Local moneylender
   - 5. Relative/Friend
   - 6. Saving group
   - 7. Other (specify:..........................................)

40. What is the purpose of using the loan presently? (multiple answer)
1. Illness
2. House building/improvement
3. Children wedding
4. Agriculture plantation
5. Improve existing business
6. Expanding business
7. Migration process
8. To pay for damage caused by environmental changes
9. For food consumption
10. To purchase material goods
11. Pay back other loan(s)
12. Other (specify:..........................................)

41. How much have your household taken out altogether presently?

42. How many times has your household taken out a loan in the last year?

43. Who decides when your household needs to take out loans?
   1. Head of household (Male)
   2. Head of household (Female)
   3. Joint decision (whole family)
   4. Joint decision (Head of household and spouse)
   5. Other (specify:..........................................)

44. How does your household expect to pay back the loans? (multiple answer)
   1. Will migrate or family member will domestically migrate to earn higher income
   2. Will migrate or family member will internationally migrate to earn higher income
   3. Through local remittances
   4. Through international remittances
   5. Through present income
   6. Take out other loan(s)
   7. Other (specify:..........................................)

Knowledge about migration/existence of networks

45. Do you have a household member who has migrated internationally?
   1. Yes (Ask Q46)
   2. No (Skip to Gender pressure section)

46. How many household members migrated?

Migrant
47. How (through which channel) did he / she / they migrate? (multiple answer)
   - 1. Through a private recruitment agency
   - 2. Through a broker
   - 3. Through friends or family
   - 4. Independently / on his or her own
   - 5. Other (specify:.............................................)

48. How much did person A pay to migrate per person? (999 - Don't know)
   ...........................................................................................................

49. How long ago did they migrate?
   - 1. 1-3 months
   - 2. 3-6 months
   - 3. 6 months to 1 year
   - 4. 1+ year

50. Where did they migrate? (multiple answer)
   - 1. Thailand
   - 2. Malaysia
   - 3. South Korea
   - 4. Singapore
   - 5. China
   - 6. Japan
   - 7. Indonesia
   - 8. Middle East
   - 9. Vietnam
   - 10. Other (specify:.............................................)

51. What was the last type of job they were employed in?
   - 1. Domestic work
   - 2. Maritime/seafarer
   - 3. Food processing
   - 4. Manufacturing
   - 5. Construction
   - 6. Agriculture
   - 7. Service
   - 8. Other (specify:.............................................)
   - 999. Don't know

52. What problems did they face migrating through this channel? (Select all that apply)
   - 1. Delay in deployment
   - 2. Overcharging on fees / costs
   - 3. Deception about employment
- 4. Threat of deportation
- 5. Demand for bribes
- 6. High expense / indebtedness
- 7. Violence at the workplace
- 8. Other (specify:............................................)
- 9. No problem

53. Would you say their decision to migrate has been worthwhile?
   - 1. Yes (Ask Q54, Skip Q55)
   - 2. No (Skip to Q55)

54. How would you measure the success of their decision to migrate? (multiple answer)
   - 1. They built a new house
   - 2. New material purchases, such as motorcycle and mobile phone
   - 3. They no longer have financial worries
   - 4. They can pay for children’s education
   - 5. Other (specify:............................................)
   - 999. Don’t know

55. How would you measure the non-success of their decision to migrate? (multiple answer)
   - 1. They came back with no money
   - 2. They did not send enough money home
   - 3. They were exploited or trafficked
   - 4. They were not given the job they were looking for
   - 5. Other (specify:............................................)
   - 999. Don’t know

56. Is anyone in your family missing after migrating?
   - 1. Yes
   - 2. No

57. How long has this person be missing for?
   - 1. 1 to 3 months
   - 2. 4 to 6 months
   - 3. 6 to 12 months
   - 4. 1 to 2 years
   - 5. 2 to 3 years
   - 6. 3 to 5 years
   - 7. more than 5 years

Gender pressures

58. Generally, which gender migrates more often?
   - 1. Male
   - 2. Female
59. Which gender do you think experiences more pressure to migrate?
   - 1. Male (Go to Q60)
   - 2. Female (Go to Q61)
   - 3. Neither
   - 999. Don't know

60. What are the reasons for the pressure for males to migrate? (multiple answer)
   - 1. Men are expected to provide for the family
   - 2. Men are expected to make money
   - 3. Men are expected to be independent
   - 4. Men are willing to take the first risk
   - 5. Men are gold' (meaning they impervious to flaws) which allows them to relocate easier
   - 6. Other (specify:........................................)
   - 999. Don't know

61. What are the reasons for the pressure for females to migrate? (multiple answer)
   - 1. Women are expected to provide for the family support; (b) women are expected to contribute to household income
   - 2. Women are expected to contribute to household income
   - 3. Women are more willing to help resolve family problems
   - 4. Women are more willing to take risks for their family
   - 5. Other (specify:........................................)
   - 999. Don't know

Potential migrants' perceptions on migration

62. Do you plan to or would you consider migrating to another country?
   - 1. Yes
   - 2. No

63. What document(s) do you possess at the moment? (multiple responses)
   - 1. Passport
   - 2. ID card
   - 3. Birth certificate
   - 4. Residential card
   - 5. Other (specify:........................................)
   - 6. None
   - 7. Family book and residential book

64. If you decide to migrate, what type of documentation would you seek to travel? (multiple answer)
   - 1. Passport
   - 2. National ID
   - 3. Work permit
4. Registration card (‘pink card’ or Tor Ror 38/1)
5. Border pass
7. Other (specify:.................................)
8. Birth certificate
9. Don’t know

65. If you decide to migrate where would you go? (multiple answer)
1. Thailand
2. Malaysia
3. South Korea
4. Singapore
5. China
6. Japan
7. Indonesia
8. Middle East
9. Vietnam
10. Other (specify:.................................)

66. If you decide to migrate, when would you plan to migrate?
1. 1-3 months
2. 3-6 months
3. 6 months to 1 year
4. +1 year
9. Don’t know

67. If you decide to migrate, what would your primary motivation for migrating be? (choose all that apply)
1. Cannot find work
2. Underemployed
3. Higher income
4. Joint friends or family abroad
5. Want to leave home
6. Pay back debts
7. Risks of negative environmental changes at home
8. Social pressure to earn money
9. Better employment condition
10. Seek education opportunities
11. Other (specify:.................................)
9. Don’t know

68. If you decide to migrate, what type of work would you plan to do?
1. Domestic work
o 2. Maritime/seafarer 
o 3. Food processing 
o 4. Manufacturing 
o 5. Construction 
o 6. Agriculture 
o 7. Service 
o 8. Other (specify:.................................) 
o 999. Don’t know 

69. Who would you go to for information about migration and work abroad? (choose all that apply) 
o 1. Friends or family 
o 2. Broker 
o 3. Village head 
o 4. - NGOs 
o 5. TVET institution/center 
o 6. Other (specify:.................................) 
o 999. Don’t know 
o 8. Recruitment agency 

70. If you decide to migrate, who would you go to for assistance if needed at the designated country? (multiple answer) 
o 1. Friends or family 
o 2. Labor broker 
o 3. Recruitment agency 
o 4. Community leader 
o 5. Labor authorities 
o 6. Police 
o 7. NGO or Trade union 
o 8. Migrant Worker Resource Centre 
o 9. Other (specify:.................................) 

71. How much would you be willing to pay to migrate? (999 – Don’t know) 
.............................................................................................................................................................................. 
.............................................................................................................................................................................. 

72. How would you cover these costs? (multiple answer) 
o 1. Loan (Formal) 
o 2. Borrow money from friends or relatives 
o 3. Borrow money from moneylender 
o 4. Savings 
o 5. Wage deductions 
o 6. Other (specify:.................................)
73. If you decide to migrate, how much do you think you would be paid in your destination country on a daily basis?

74. What kind of problems do you think you would encounter at your destination country? (multiple answer)
   - 1. Non-payment of wages
   - 2. Wages below legal minimum
   - 3. Excessive working hours
   - 4. Workplace injury
   - 5. Arrest or detention
   - 6. Working conditions/job different than promised
   - 7. Withholding of documents
   - 8. Unfair wage deductions
   - 9. Restriction of movement
   - 10. Physical abuse
   - 11. Psychological harassment
   - 12. Other (specify: .................................)
   - 13. None
   - 999. Don’t know

75. Would any of the problems from previous stop you from migrating?
   - 1. Yes
   - 2. No

76. What do you think are some downsides to migrating abroad? (check all that apply)
   - 1. Family disruption
   - 2. Loss of labor force
   - 3. Household members are easily manipulated without respondent’s protection/guidance
   - 4. Other (specify: .................................)
   - 999. Don’t know

77. Would any of the problems you have talked about stop you from migrating?
   - 1. Yes
   - 2. No

Alternative to migration

78. What types of skills do you think you would need to stay in Cambodia? (multiple answer)
   - 1. Foreign language skills
   - 2. General literacy/numeracy
   - 3. Sector relevant professional / technical skills
   - 4. Formal education
   - 5. Certified vocational skills
   - 6. Occupational safety and health
   - 7. On the job training
8. Domestic work skills
9. Agricultural skills
10. Manufacturing skills
11. Fishing skills
12. Hospitality skills
13. Construction skills
14. Other (specify:..........................................)
999. Don't know

79. What benefits would you expect from an employer in Cambodia? (multiple answer)
   1. Health insurance
   2. Workers' compensation insurance
   3. Maternity leave benefits
   4. Childcare benefits
   5. Pension benefits
   6. Housing
   7. Other (specify:.................................)
   999. Don't know

80. How much do you need to earn on a daily basis to make ends meet?

......................................................................................................................................................
......................................................................................................................................................
Component 2

Date

Hour

ID

General information

1. Business sectors
   - 1. Plantation and commercial agriculture productions
   - 2. Food and beverage
   - 3. Agro-processing/manufacturing (animal feed, agricultural inputs)
   - 4. Rubber and plastic manufacturing
   - 5. Garment and footwear
   - 6. Construction
   - 7. Hospitality (hotel, restaurant, tourism)
   - 8. Other (Specify:
       ..............................................................................................)

2. Respondent's name:
   ..............................................................................................

3. Sex of respondent
   - 1. Male
   - 2. Female

4. Role in the business
   - 1. Owner
   - 2. General Manager/CEO
   - 3. Senior manager
   - 4. Supervisor
   - 5. Other (Specify:
       ..............................................................................................)

5. Telephone:
   ..............................................................................................

6. Company name:
   ..............................................................................................
7. Year of establishment (number of year):
   ..........................................................................................................................
   .........................................................................................................................

8. Number of branches:
   ..........................................................................................................................
   .........................................................................................................................

9. Province
   ○ Banteay Meanchey
   ○ Kampong Cham
   ○ Kampong Thom
   ○ Koh Kong
   ○ Phnom Penh
   ○ Oddar Meanchey
   ○ Siem Reap
   ○ Svay Rieng

10. District:
    ..........................................................................................................................
     .........................................................................................................................

11. Commune:
    ..........................................................................................................................
     .........................................................................................................................

12. Village:
    ..........................................................................................................................
     .........................................................................................................................

Employment needs and skills

13. How many employees do you have?
   ○ 1. 10 - 50
   ○ 2. 51 to 100
   ○ 3. Over 100

14. What percentage is female?
    ..........................................................................................................................
     .........................................................................................................................

15. Are you in need of more staff?
   ○ 1. Yes
   ○ 2. No (Skip to Q17)
16. If yes, what are positions you are looking to fill and how many staff members are you looking for each position? (multiple answers)
   - 1. Plant and machine operators:
   - 2. Technician and associated professionals:
   - 3. Services and sales workers:
   - 4. Skilled agriculture workers:
   - 5. Clerical support workers:
   - 6. Supervisors:
   - 7. Managers:
   - 8. Other (Specify: ………………………………………………………): ……………………………………………………………………………………………

17. Is there any selection criteria for recruiting candidate?
   - 1. Yes
   - 2. No (skip to Q19)

18. What are the selection criteria you look for in candidates when recruiting for open positions in your company? (multiple answers)
   - 1. Academic degree (e.g. University or TVET institution’s diploma)
   - 2. Certificate of specific technique/skill
   - 3. Working experience in relevant field
   - 4. Potential to improve skills through on job training
   - 5. Personal character/attitude
   - 6. Ability to read and write in Khmer
   - 7. Ability to read and write English
   - 8. Ability to read and write Chinese
   - 9. Ability to read and write Vietnamese
   - 10. Ability to read and write Thailand
   - 11. Other (Specify: ……………………………………………………………………………………………………………………………)

19. Is there any difficulty in recruiting staff?
   - 1. Yes
   - 2. No
20. Please identify three positions/skills that are difficult to recruit for?

1st choice
○ 1. Plant and machine operators
○ 2. Technician and associated professionals
○ 3. Services and sales workers
○ 4. Skilled agriculture workers
○ 5. Clerical support workers
○ 6. Supervisors
○ 7. Managers
○ 8. Other (Specify: ……………………………………………………………………………………………………)

2nd choice
○ 1. Plant and machine operators
○ 2. Technician and associated professionals
○ 3. Services and sales workers
○ 4. Skilled agriculture workers
○ 5. Clerical support workers
○ 6. Supervisors
○ 7. Managers
○ 8. Other (Specify: ……………………………………………………………………………………………………)

3rd choice
○ 1. Plant and machine operators
○ 2. Technician and associated professionals
○ 3. Services and sales workers
○ 4. Skilled agriculture workers
○ 5. Clerical support workers
○ 6. Supervisors
○ 7. Managers
○ 8. Other (Specify: ……………………………………………………………………………………………………)

21. How do you rate the skills of employees of your company? (e.g. are they able to perform well in their job?)
○ 1. Sufficient knowledge/technical skills to carry out their expected role
○ 2. Currently not sufficient, but possess strong future potential based on the current working attitude
○ 3. Currently not sufficient, and do not possess strong future potential based on the current working attitude
○ 4. Not sure
○ 5. Other (Specify: ……………………………………………………………………………………………………)}
22. Do you face shortages of labor during part of the year?
   - 1. Yes
   - 2. No

   When is it?
   .................................................................................................................................

Recruitment practices and employment benefits

23. How do you recruit employees?
   - 1. Through the local employment agency
   - 2. National Employment Agency (NEA)
   - 3. Contact local university, TVET institutions/centers
   - 4. Through employee referrals
   - 5. Through public job advertisements (e.g. newspaper, radio, internet)
   - 6. Announcements on company's premise
   - 7. Other (Specify:
         ............................................................................................................................)

24. What information do you provide in your job announcements? (multiple answers)
   - 1. Position
   - 2. Contract duration for the job
   - 3. Job specification (what to do)
   - 4. Job qualification (what skill and attitude) required
   - 5. Salary
   - 6. Work experience
   - 7. Food/Food allowance
   - 8. Accommodation
   - 9. Hospitalize allowance
   - 10. Other (Specify:
         ............................................................................................................................)

25. Do your employees have employment contracts?
   - 1. Yes, everyone has a contract
   - 2. Some, everyone has a contract except low and/or unskilled workers
   - 3. No, none of my employees have contracts (skip to Q27)
   - 4. Other (Specify:
         ............................................................................................................................)

26. If employees have contracts, what type of contract are they given? (multiple answers)
   - 1. Unlimited duration contract
   - 2. Limited duration contract
   - 3. Depends on position
27. What benefits do you provide your workers? (check all that apply)
   - Maternity leave
   - Paid annual leave
   - Paid public holidays
   - Insurance/NSSF
   - Food/Food allowance
   - Accommodation
   - Traveling allowance
   - Hospitalize allowance
   - Other (Specify: ……………………………………………………………………………………………………)

Employment capacity building and possible partnerships

28. Does your company offer capacity building for employees to improve their job performance?
   - Yes
   - No (skip to Q30)

29. If so, what form of capacity building does your company offer?
   - In-house training course
   - On-job training
   - Job rotation
   - Send employees to receive training at private TVET institutions/centers
   - Send employees to receive training at public TVET institutions/centers
   - Other (Specify: ……………………………………………………………………………………………………)

30. What is your opinion about the training quality of TVET institutions/centers?
   - Quality of training meets industries’ needs
   - Quality of training partially meets industries’ needs
   - Quality of training does not meet industries' needs
   - Other (Specify: ……………………………………………………………………………………………………)

31. If TVET training does not meet the industry’s needs, please explain why (choose all that apply)
   - Lack of relevant technical skills
   - Lack of hands-on training/ability to perform job when hired
   - Lack of soft skills
   - Other (Specify: ……………………………………………………………………………………………………)

65
32. Would you be interested in partnering with TVET institutions/centers on human resources development?
   o 1. Yes
   o 2. No (End of interview)
   o 3. Don't know (End of interview)

33. If yes, what forms of partnership with TVET institution/centers would you be interested in?
   o 1. Accept students for internship positions
   o 2. Hire graduates as full-time employees
   o 3. Organize a workshop to introduce the company
   o 4. Participate in job fairs hosted by TVET institution/center or National Employment Agency (e.g. setup company booth, attend staff for employment consultation, etc.)
   o 5. Accept instructors' visit from TVET institution/center for exploration of future employment opportunities for TVET students
   o 6. Fund TVET student education for guaranteed workers upon graduation
   o 7. Other (Specify: ..........................................................................................................................................................................................)
ANNEX IV: SOURCES OF INFORMATION

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(June 6 2016). Interview with Department of Labor.


**Interviews Conducted**

<table>
<thead>
<tr>
<th>Name of organization</th>
<th>Position Held</th>
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<tr>
<td>Angkor Microfinance Kampuchea</td>
<td>Research Head</td>
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<tr>
<td>The Asia Foundation</td>
<td>Senior Program Manager</td>
</tr>
<tr>
<td>CCPCR</td>
<td>Director</td>
</tr>
<tr>
<td>CDRI</td>
<td>Research Fellow</td>
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<tr>
<td>Employer’s Confederation of Thailand</td>
<td>Two members on board of director</td>
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<tr>
<td>General Department of Labor (Cambodia)</td>
<td>Three government officials</td>
</tr>
<tr>
<td>GVC Cambodia</td>
<td>Country Representative</td>
</tr>
<tr>
<td>Hagar</td>
<td>Economic Empowerment Manager</td>
</tr>
<tr>
<td>IOM Cambodia</td>
<td>Project Officer</td>
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<td>IOM Thailand</td>
<td>Coordination Assistant, Project Assistant, Project Manager</td>
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<td>Program Manager of LASM</td>
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<tr>
<td>Open Institute</td>
<td>Program Director, Program Manager</td>
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<td>Plan International</td>
<td>Deputy Country Director</td>
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<td>TDRI</td>
<td>Senior Research Fellow and three Researchers</td>
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<td>National Project Coordinator</td>
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<tr>
<td>World Vision</td>
<td>Monitoring and Evaluation Specialist</td>
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