

In 2015, Cambodia made a significant advancement in efforts to eliminate the worst forms of child labor. The Ministry of Labor and Vocational Training adopted a new regulation on the recruitment of young workers that strengthens protections against hazardous work for children ages 15 to 18. The Government also established a policy to reduce child labor in agriculture, a sector in which many Cambodian children are known to work. In order to strengthen efforts to combat human trafficking, including the trafficking of children, the Government adopted a National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labor, and Sexual Exploitation, and allocated funding to the National Committee for Counter Trafficking to ensure its implementation. The Ministry of Social Affairs, Veterans, and Youth Rehabilitation also approved guidelines to standardize procedures for identifying and protecting victims of human trafficking. To better inform policies and programs that address child labor in Cambodia, a study was published in 2015 on child labor in the sugarcane sector. However, children in Cambodia are engaged in child labor, including in agriculture, and in the worst forms of child labor, including in commercial sexual exploitation. Cambodia does not have a compulsory education requirement, which leaves children vulnerable to the worst forms of child labor. In addition, insufficient financial and human resources hinder the labor inspectorate's efforts to enforce child labor laws.



### I. PREVALENCE AND SECTORAL DISTRIBUTION OF CHILD LABOR

Children in Cambodia are engaged in child labor, including in agriculture, and in the worst forms of child labor, including in commercial sexual exploitation. (1-9) Table 1 provides key indicators on children's work and education in Cambodia.

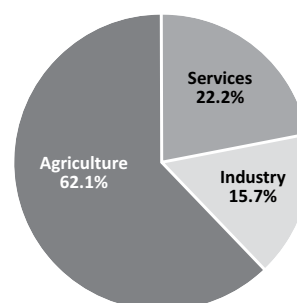
**Table 1. Statistics on Children's Work and Education**

Children	Age	Percent
Working (% and population)	5-14 yrs.	9.4 (276,583)
Attending School (%)	5-14 yrs.	85.4
Combining Work and School (%)	7-14 yrs.	9.1
Primary Completion Rate (%)		96.3

Source for primary completion rate: Data from 2014, published by UNESCO Institute for Statistics, 2015.(10)

Source for all other data: Understanding Children's Work Project's analysis of statistics from Labour Force and Child Labour Survey, 2012.(11)

**Figure 1. Working Children by Sector, Ages 5-14**



Based on a review of available information, Table 2 provides an overview of children's work by sector and activity.

**Table 2. Overview of Children's Work by Sector and Activity**

Sector/Industry	Activity
Agriculture	Fishing, including deep-sea† and night fishing*† (1-4, 12)
	Peeling shrimp and shucking crabs* (1, 4, 13)
	Production of tobacco, cassava, rubber, rice,* and sugarcane (5-8, 12-15)
	Logging for the production of timber† (2)

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**Table 2. Overview of Children’s Work by Sector and Activity (cont)**

Sector/Industry	Activity
Industry	Making bricks† (2, 5, 13, 16, 17)
	Production of salt (5, 16, 18)
	Construction,† including operating transportation equipment (2, 16)
	Production of textiles, including bleaching, dyeing, and finishing with chemicals;† and garments* (2, 19-21)
	Production of footwear* (13, 22, 23)
	Production of alcoholic beverages† (2)
	Work in slaughterhouses for the production of meat† (2)
	Manufacturing of wood*† and metal*† products (2, 5)
Services	Domestic work (24-27)
	Work as security guard† and in entertainment,† including as bartenders, masseurs, dancers, and waiters (2)
	Street work, including begging, vending, shoe polishing, scavenging, and portering* (5, 16, 19, 27)
	Work as garbage pickers* (28, 29)
Categorical Worst Forms of Child Labor‡	Commercial sexual exploitation sometimes as a result of human trafficking (5, 9, 16, 30-34)
	Street vending as a result of human trafficking* (35)

\* Evidence of this activity is limited and/or the extent of the problem is unknown.

† Determined by national law or regulation as hazardous and, as such, relevant to Article 3(d) of ILO C. 182.

‡ Child labor understood as the worst forms of child labor per se under Article 3(a)–(c) of ILO C. 182.




Children are trafficked to, from, and within Cambodia for commercial sexual exploitation and labor exploitation.(33) Trafficking for commercial sexual exploitation occurs primarily from Cambodia to Thailand, from Vietnam to Cambodia, and within Cambodia, where children are exploited in brothels and other venues, such as beer gardens, massage parlors, salons, and karaoke clubs.(9, 16, 31, 33, 34) Children are trafficked from smaller villages to larger cities and primarily to Malaysia, Thailand, and Vietnam to work as domestic servants.(24, 31, 36, 37) Children are also trafficked to Thailand and Vietnam, where they are forced to beg and work as street vendors.(16, 33, 38)

Access to education remains a challenge in Cambodia. Although the Education Law establishes free basic education, children may be charged additional fees for exams, tutoring, and even class time. These costs are prohibitive for some families.(5, 39-42) In remote areas, children must travel long distances to reach school, and transportation is limited.(5, 27) Children living in relocation sites due to economic land concessions, as well as ethnic minority children living in the northeastern highland provinces, lack sufficient access to educational services.(43, 44) For ethnic minorities, language barriers in schools and an insufficient number of teachers are additional obstacles.(44, 45)

## II. LEGAL FRAMEWORK FOR THE WORST FORMS OF CHILD LABOR

Cambodia has ratified all key international conventions concerning child labor (Table 3).

**Table 3. Ratification of International Conventions on Child Labor**

Convention	Ratification
 ILO C. 138, Minimum Age	✓
ILO C. 182, Worst Forms of Child Labor	✓
 UN CRC	✓
UN CRC Optional Protocol on Armed Conflict	✓
UN CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography	✓
 Palermo Protocol on Trafficking in Persons	✓

The Government has established laws and regulations related to child labor, including its worst forms (Table 4).

**Table 4. Laws and Regulations Related to Child Labor**

Standard	Yes/No	Age	Related Legislation
Minimum Age for Work	Yes	15	Article 177 of the Labor Law (46)
Minimum Age for Hazardous Work	Yes	18	Articles 173 and 177 of the Labor Law; Regulation on the Prohibition of Hazardous Child Labor; Articles 339–340 of the Penal Code (46-48)
Prohibition of Hazardous Occupations or Activities for Children	Yes		Article 2 of the Regulation on the Prohibition of Hazardous Child Labor (47)
Prohibition of Forced Labor	Yes		Article 15 and 16 of the Labor Law; Articles 10, 12, 15–17, and 19 of the Law on Suppression of Human Trafficking and Sexual Exploitation (46, 49)
Prohibition of Child Trafficking	Yes		Articles 10, 12, 15, 17, and 19 of the Law on Suppression of Human Trafficking and Sexual Exploitation (49)
Prohibition of Commercial Sexual Exploitation of Children	Yes		Articles 15, 28, 33–37, and 41 of the Law on Suppression of Human Trafficking and Sexual Exploitation; Articles 284 and 289 of the Penal Code (48, 49)
Prohibition of Using Children in Illicit Activities	Yes		Articles 344–345 of the Penal Code (48)
Minimum Age for Compulsory Military Recruitment	Yes	18	The Law on General Statutes for the Military Personnel of the Royal Cambodian Armed Forces (50, 51)
Minimum Age for Voluntary Military Service	Yes	18	Article 42 of the Law on General Statutes for the Military Personnel of the Royal Cambodian Armed Forces (50, 51)
Compulsory Education Age	No		
Free Public Education	Yes		Article 31 of the Education Law (42)

In November 2015, the Ministry of Labor and Vocational Training (MOLVT) issued a regulation that establishes procedures for recruiting and employing children between the ages of 15 and 18, referred to as young workers. The regulation reiterates that employers must not require young employees to work under dangerous conditions or in the worst forms of child labor.<sup>(52)</sup> It also describes the employer's specific responsibilities with regards to young employees, including verifying identity documents, issuing employment contracts, and providing appropriate vocational training.<sup>(52)</sup>

The Labor Law's minimum age protections do not apply to domestic or household workers, which leaves children vulnerable to child labor in this occupation.<sup>(46, 53)</sup> Although the Penal Code prohibits the use of a minor to transport, keep, or supply drugs, Cambodian law does not criminally prohibit the procuring or offering of a child for these purposes, nor does it ban the use, procuring, or offering of a child for the production of drugs.<sup>(25, 48)</sup> Laws do not sufficiently prohibit commercial sexual exploitation of children, as the use, procuring, or offering of a child for pornographic performances is not criminally prohibited.

Education is free, but not compulsory, through grade nine.<sup>(42)</sup> The lack of compulsory schooling makes children under age 15, the legal age to work, particularly vulnerable to child labor, as they are not required to be in school but are not legally permitted to work either.

### III. ENFORCEMENT OF LAWS ON THE WORST FORMS OF CHILD LABOR

The Government has established institutional mechanisms for the enforcement of laws and regulations on child labor, including its worst forms (Table 5).

**Table 5. Agencies Responsible for Child Labor Law Enforcement**

Organization/Agency	Role
Department of Child Labor within the Ministry of Labor and Vocational Training (MOLVT)	Enforce child-related provisions of the Labor Law and train Commune Committees for Women and Children who oversee local child labor monitoring systems. <sup>(19)</sup>

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**Table 5. Agencies Responsible for Child Labor Law Enforcement (cont)**

Organization/Agency	Role
Cambodian National Police's Anti-Human Trafficking and Juvenile Protection Department (Anti-Trafficking Police)	Enforce laws against trafficking, child sexual exploitation, and criminal activities, along with municipal and provincial anti-human trafficking and juvenile protection offices.(54) Commanded by the Ministry of the Interior.(55) Field complaints about human trafficking, which can be filed through the anti-human trafficking hotline, 1288.(32)
Ministry of Social Affairs, Veterans, and Youth Rehabilitation (MOSAVY)	Accompany the police on investigations, during which child victims may be found, and subsequently refer child victims to NGO services.(4)

In 2015, the MOLVT expanded the number of interdepartmental inspection teams, which each include a child labor inspector, from 24 to 29. The MOLVT reserves five of these teams for urgent inspections.(56-59)

### *Labor Law Enforcement*

In 2015, labor law enforcement agencies in Cambodia took actions to combat child labor, including its worst forms (Table 6).

**Table 6. Labor Law Enforcement Efforts Related to Child Labor**

Overview of Labor Law Enforcement	2014	2015
Labor Inspectorate Funding	Unknown (56)	Unknown (60)
Number of Labor Inspectors	342 (61)	408 (60)
Number of Child Labor Dedicated Inspectors	58 (56)	58 (60)
Inspectorate Authorized to Assess Penalties	Yes (46)	Yes (60)
Training for Labor Inspectors		
■ Initial Training for New Employees	Yes (60)	Yes (60)
■ Training on New Laws Related to Child Labor	Yes (60)	Yes (60)
■ Refresher Courses Provided	Yes (60)	Yes (60)
Number of Labor Inspections	5,517 (60)	8,181 (60)
■ Number Conducted at Worksites	1,971 (60)	2,713 (60)
■ Number Conducted by Desk Reviews	3,546 (60)	5,468 (60)
Number of Child Labor Violations Found	46 (56)	Unknown (60)
Number of Child Labor Violations for Which Penalties Were Imposed	Unknown (60)	Unknown (60)
■ Number of Penalties Imposed That Were Collected	Unknown (60)	Unknown (60)
Routine Inspections Conducted	Yes (27)	Yes (60)
■ Routine Inspections Targeted	No (60)	No (60)
Unannounced Inspections Permitted	Yes (60)	Yes (60)
Unannounced Inspections Conducted	Yes (60)	Yes (60)
Complaint Mechanism Exists	Yes (60)	Yes (60)
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services	Yes (56)	Yes (60)

In 2015, 24 out of the Department of Child Labor's 58 inspectors were based in Phnom Penh, with an additional 9 inspectors responsible for investigating urgent complaints. One child labor inspector was also stationed in each of Cambodia's 25 provinces to conduct local and regional inspections.(60) Although inspectors from the Department of Child Labor are trained on relevant laws and inspection techniques to identify child labor, the MOLVT lacks standardized guidelines for conducting labor inspections.(56, 62) In 2015, the Department of Child Labor reported that it did not receive any funding for inspection-related costs and that due to these financial constraints, the inspectorate was only able to conduct inspections in and around the capital city of Phnom Penh.(56, 60)

The Department of Child Labor reported that following the adoption of the MOLVT's new regulation on the recruitment of young workers in 2015, 13 new enterprises requested permission to register 557 young workers. Labor authorities also removed 114 young workers from dangerous work.(60) While the MOLVT has other regulations regarding acceptable work for children in agriculture, fishing, tobacco, and cassava production, government officials report that they have not yet begun to enforce these regulations.(19, 62)

### *Criminal Law Enforcement*

In 2015, criminal law enforcement agencies in Cambodia took actions to combat the worst forms of child labor (Table 7).

**Table 7. Criminal Law Enforcement Efforts Related to the Worst Forms of Child Labor**

Overview of Criminal Law Enforcement	2014	2015
Training for Investigators		
■ Initial Training for New Employees	Yes (60)	Yes (60)
■ Training on New Laws Related to the Worst Forms of Child Labor	Yes (60)	Yes (60)
■ Refresher Courses Provided	Yes (60)	Yes (60)
Number of Investigations	Unknown (63)	33 (60)
Number of Violations Found	Unknown (60)	73 (60)
Number of Prosecutions Initiated	Unknown (60)	Unknown (60)
Number of Convictions	Unknown (60)	Unknown (60)
Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services	Yes (63)	Yes (60)

In 2015, the Anti-Trafficking Police employed 500 police officers, with approximately 20 in each province, to enforce laws against the worst forms of child labor.(56) The National Committee for Counter Trafficking, in collaboration with several government ministries and NGO partners, provided training for more than 4,000 commune and provincial officials, law enforcement officers, and judicial staff on a variety of anti-human trafficking topics, including legislation, investigative techniques, and evidence collection. Also, during the reporting period, the National Committee for Counter Trafficking and partners provided training courses for 2,495 staff members working at entertainment establishments known to pose high human trafficking risks, such as hotels, guesthouses, and karaoke parlors.(38) These trainings provided instruction on child-safe tourism and the prevention of child labor, among other topics.(38) The Ministry of Interior, however, has not yet introduced anti-human trafficking training into the curriculum of the Cambodian National Police academies.(38, 63)

The Ministry of Justice reported that as a result of investigations, police rescued 73 children engaged in the worst forms of child labor in 2015.(60) The Ministry of Social Affairs, Veterans, and Youth Rehabilitation (MOSAVY) and the Cambodian Center for the Protection of Children’s Rights also identified 152 child trafficking victims, most of whom were forced to beg or sell lottery tickets in Vietnam. In 2015, the total number of violations related to the worst forms of child labor, as well as data on the number of prosecutions and convictions for these crimes, is unknown, as the Government does not have a comprehensive system in place to collect and report these data.(38) Law enforcement officials refer victims of human trafficking, including children, to NGOs or to provincial social affairs offices to receive assistance. During the reporting period, the MOSAVY finalized and approved guidelines on victim identification, which aim to streamline procedures for identifying victims and referring them to the appropriate services.(38)

In Cambodia, judges have discretion to determine whether perpetrators of crimes related to the worst forms of child labor will be imprisoned or fined, as well as the amount of the fine. In part due to high levels of corruption within the judicial system, the penalties imposed are not uniformly administered and do not adhere to the parameters prescribed by law.(4, 64, 65)

## **IV. COORDINATION OF GOVERNMENT EFFORTS ON THE WORST FORMS OF CHILD LABOR**

The Government has established mechanisms to coordinate its efforts to address child labor, including all its worst forms (Table 8).

**Table 8. Mechanisms to Coordinate Government Efforts on Child Labor**

Coordinating Body	Role & Description
National Committee on Child Labor of the Cambodian National Council for Children	Coordinate child labor issues at the national level. Ensure that projects and programs follow the national policy on child labor.(49) Includes all concerned ministries, businesses, trade unions, and NGOs. Provincial Committees on the Protection of Child Rights and Provincial Committees on Child Labor coordinate efforts to address child labor at the provincial level.(49)

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**Table 8. Mechanisms to Coordinate Government Efforts on Child Labor (cont)**

Coordinating Body	Role & Description
National Committee for Counter Trafficking	Coordinate government efforts to address human trafficking.(38) At the national level, includes six interministerial working groups, each chaired by a technical ministry, with a selected representatives from civil society serving as a vice chair.(38, 66, 67) Working groups focus on the following areas: prevention; protection, recovery, reintegration, and repatriation; law enforcement; justice; international cooperation; children's affairs; and migration.(67) Member agencies include the Ministry of Education, MOSAVY, the Ministry of Justice, the Ministry of Women's Affairs, and the MOLVT.(38) Oversee a network of Provincial Committees for Counter Trafficking composed of local government officials in each province.(38) In 2015, the Government dedicated greater financial and human resources to the National Committee for Counter Trafficking, including a budget allotment of \$500,000 to implement Cambodia's National Plan of Action. Provincial Committees for Counter Trafficking developed action plans to guide human trafficking protection and prevention efforts at the local level, and four of these committees received modest funding from the central government to support anti-human trafficking activities.(38)
Migration Working Group	Coordinate multi-sector participation to address migration issues, gather and monitor data on migration, facilitate information exchange, and provide recommendations on the formulation of agreements with relevant countries. Chaired by the Ministry of Interior and includes representatives from the Government, UN, and NGOs.(66)

## V. GOVERNMENT POLICIES ON THE WORST FORMS OF CHILD LABOR

The Government of Cambodia has established policies related to child labor, including its worst forms (Table 9).

**Table 9. Policies Related to Child Labor**

Policy	Description
National Plan of Action to Tackle Child Labor in Inland and Coastal Fisheries	Incorporates child labor into the Ministry of Agriculture, Forestry, and Fisheries' policies and legal frameworks for fisheries and aquaculture. Assesses work hazards for children in fisheries and aquaculture. Ensures that children who work in fisheries and their families have access to education and livelihood opportunities.(68) Draft guidelines defining types of hazardous activities prohibited for children in the fisheries sector and establishing fines for employers who violate them are awaiting official approval from the Ministry of Agriculture, Forestry, and Fisheries.(69, 70)
Action Plan for Gender Equality Promotion and Child Labor Elimination in the Fisheries Sector (2016–2020)†	Seeks to eliminate child labor and promote gender equality in the fisheries sector nationwide. Focuses on building the capacity of stakeholders to address three issues: (1) promoting economic empowerment for both men and women working in small-scale fishing, (2) preventing and withdrawing children from child labor and hazardous work, and (3) improving mechanisms to monitor and evaluate efforts related to gender equality and the prevention of child labor.(71)
Policy and Strategic Framework on Childhood Development and Protection in the Agricultural Sector (2016–2020)†	Establishes a strategic framework to promote the protection and development of children working in the agricultural sector. Goals include preventing and reducing child labor, especially in hazardous work involving the use of agrochemicals and sharp tools, and improving agricultural vocational training for youth ages 15 through 17.(12)
National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labor, and Sexual Exploitation (2014–2018)†	Aims to coordinate efforts to prevent and eliminate all forms of human trafficking by strengthening law and policy enforcement, enhancing prevention efforts, improving criminal justice responses to human trafficking, and protecting victims by providing age- and gender-appropriate support services. Specific activities include strengthening labor law enforcement to protect children from exploitation in entertainment venues, developing standard operating procedures to promote child safety in the tourism industry, integrating anti-human trafficking and child safety issues into the public school curriculum, and promoting the inclusion of vulnerable children in both formal and informal education.(67) Launched in 2015.(38)
Policy and National Minimum Standards for the Protection of the Rights of Victims of Human Trafficking	Establishes guidelines to improve the treatment of victims of trafficking in persons.(72) Lists children among those identified as victims of trafficking in Cambodia and includes the Ministry of Interior's Safety Village Commune/Sangkat Policy Guide, which mandates that local governments take action to end the trafficking of women and children to ensure safe communes.(68, 73)
Association of Southeast Asian Nations (ASEAN) Convention Against Trafficking in Persons, Especially Women and Children (ACTIP) (2015)†	Establishes a regional anti-human trafficking framework among 10 Association of Southeast Asian Nations Member States, including Cambodia, to improve coordination on investigation and prosecution of trafficking in persons cases and enhance assistance for victims. Unanimously adopted in June 2015, the Convention was signed by the relevant heads of state on November 21, 2015.(74, 75)

**Table 9. Policies Related to Child Labor (cont)**

Policy	Description
The Education Strategic Plan (2014–2018)	Outlines a plan to ensure equitable access to educational services, enhance the quality and relevance of learning, and ensure effective leadership and management of educational staff at all levels. Includes programs and activities aimed at improving the response to human trafficking and child labor.(76) Additionally, includes a multilingual education initiative that allows non-native speakers of Khmer language to learn primarily in their mother tongue until grade four.(77)
Multilingual Education National Action Plan (2015–2018)*†	Serves as a roadmap for the implementation of multilingual education in five target provinces in northeastern Cambodia. Aims to improve quality of education for ethnic minority students; strengthen the monitoring and implementation capacity of Ministry of Education, Youth, and Sport officials; and build support for multilingual education among school committees, parents, and local authorities.(44, 78)
National Youth Policy	Aims to afford meaningful opportunities to young adults ages 15 to 30 and provide them with the skills to enhance economic participation.(79)
Rectangular Strategy for Growth, Employment, Equity and Efficiency Phase III (2013–2017)	Defines Cambodia's socioeconomic policy agenda and outlines a strategy for sustainable development and poverty reduction. Includes social protection programs to ensure poor children have access to education; promotes sustainable development of the health sector, including improved sanitation, health, and nutrition of children; and focuses on strengthening law enforcement to be more effective against human trafficking and sexual exploitation of children.(80)
National Employment Policy (2015–2025)*†	Seeks to increase decent and productive employment opportunities for all, to promote skills and human resources development, and to strengthen labor market governance. Addresses the need to provide enhanced education and technical and vocational training, especially for young workers. (81, 82)
National Social Protection Strategy (2011–2015)	Aims to protect the poorest and most disadvantaged populations, mitigate risks by providing coping strategies, and promote poverty reduction by building human capital and expanding opportunities such as access to health, nutrition, and educational services, which will benefit child laborers and their families.(83)

\* Child labor elimination and prevention strategies do not appear to have been integrated into this policy.

† Policy was approved during the reporting period.

In 2015, the Department of Child Labor finalized a draft of the second National Plan of Action on the Worst Forms of Child Labor, which replaces the lapsed first National Plan. The draft is currently awaiting formal approval from the Council of Ministers.(70)

## VI. SOCIAL PROGRAMS TO ADDRESS CHILD LABOR

In 2015, the Government of Cambodia funded and participated in programs that include the goal of eliminating or preventing child labor, including its worst forms (Table 10).

**Table 10. Social Programs to Address Child Labor**

Program	Description
Commune Committees for Women and Children†	MOLVT and provincial government program that establishes and trains committees at the commune and village levels to raise awareness about child labor regulations, promote school attendance, and report employers who violate child labor laws.(19)
Cambodians EXCEL: Eliminating Exploitative Child Labor through Education and Livelihoods (2012–2016)	\$10 million, USDOL funded, 4-year project to combat child labor in agriculture, fishing, and domestic service. Targets 28,000 child laborers and at-risk children to receive educational services; 14,000 households also receive livelihood services.(84) Addresses a complex set of factors causing child labor, including poverty, limited education access, cultural acceptance of child labor, debt, migration, and lack of regulation in the informal sector.(84) In 2015, contributed to the finalization of the draft National Plan of Action on the Worst Forms of Child Labor.(70)
Counter Trafficking in Persons II (CTIP II) (2011–2015)	\$5.4 million, USAID-funded, 4-year program implemented by Winrock International to improve the Government and civil society's coordination and capacity to effectively combat all forms of human trafficking. Focuses specifically on addressing the needs of victims of forced labor and sexual exploitation.(85)
Expanding the Evidence Base and Reinforcing Policy Research for Scaling-up and Accelerating Action Against Child Labor	USDOL-funded research project implemented by the ILO in seven countries, including Cambodia, to accelerate country-level actions to address child labor by collecting new data; analyzing existing data; building capacity of governments to conduct research in this area; and supporting governments, social partners, and other stakeholders to identify areas of policy intervention against child labor.(86) In 2015, the ILO published the results of a rapid assessment on child labor in the Cambodian sugarcane sector. The study aims to advance knowledge on child labor in a sector in which little information is publicly available in order to shape policies and programs that address the issue.(14)

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**Table 10. Social Programs to Address Child Labor (cont)**

Program	Description
Street People Committee†	Interministerial committee chaired by MOSAVY that provides direct support for street children. Responsible for determining the number of people living and working on the street, including children, and providing for their needs.(55, 87)
Better Factories Cambodia	Program to monitor garment factories' compliance with national and international labor standards and to work with factories on implementing remediation plans. Works with tripartite partners, including the Government of Cambodia, trade unions, and the Garment Manufacturers Association in Cambodia, and is part of a global partnership between the ILO and the International Finance Corporation.(88) In 2015, identified 18 cases of underage workers in garment factories. Of these 18 children, 10 child workers were provided with compensation and vocational training until they reach the minimum age for employment, and 8 were removed from work.(60)
ILO Decent Work Country Program (2011–2015)	Framework to enhance policies, laws, and enforcement mechanisms to eliminate the worst forms of child labor. Endorsed by MOSAVY.(40)
Bilingual Education Programs†	Ministry of Education, Youth, and Sport's bilingual education program for ethnic minority children in preschools and primary schools in three provinces. Targets 2,359 students from grades 1–3 in 27 schools.(87, 89)
UN WFP Country Program (2011–2016)	Australian-funded, 5-year program implemented by the Ministry of Education, Youth, and Sport to improve food security and nutrition, which includes providing breakfast and take-home rations to vulnerable primary school children, and off-season income-generation activities for the poor.(90) Includes a cash scholarship transfer pilot program through a mobile banking system, in partnership with Angkor Microfinance of Kampuchea. Beneficiaries of the program must attend 80 percent of their classes to receive cash assistance that can be used for food or school supplies.(91)

† Program is funded by the Government of Cambodia.

## VII. SUGGESTED GOVERNMENT ACTIONS TO ELIMINATE THE WORST FORMS OF CHILD LABOR

Based on the reporting above, suggested actions are identified that would advance the elimination of child labor, including its worst forms, in Cambodia (Table 11).

**Table 11. Suggested Government Actions to Eliminate Child Labor, Including its Worst Forms**

Area	Suggested Action	Year(s) Suggested
Legal Framework	Institute a compulsory education age that is at a minimum equal to the minimum age for work.	2009 – 2015
	Ensure that the law's minimum age provisions apply to children working as domestic workers.	2009 – 2015
	Ensure that the law comprehensively prohibits the procurement, offering, and use of a child for the production and trafficking of drugs.	2015
	Ensure that laws criminally prohibit the procurement, offering, and use of a child for pornographic performances.	2015
Enforcement	Make information publicly available on the amount of funding for the labor inspectorate, the total number of child labor violations found, the number of penalties imposed and collected for child labor violations, and the number of prosecutions and convictions for crimes related to the worst forms of child labor.	2015
	Strengthen the labor inspectorate by initiating targeted inspections based on analysis of data related to risk-prone sectors and patterns of serious incidents.	2009 – 2015
	Ensure that a sufficient number of labor inspectors are trained to inspect for child labor violations.	2014 – 2015
	Develop and implement standardized guidelines for conducting child labor inspections.	2011 – 2015
	Provide sufficient resources for the enforcement of child labor laws to ensure inspections are conducted throughout the country.	2010 – 2015
	Enforce regulations regarding child labor in agriculture, tobacco, cassava, and fishing.	2012 – 2015
	Increase anti-human trafficking training for law enforcement officers, including at Cambodian National Police academies.	2014 – 2015
	Uniformly administer penalties for violations of child labor laws in accordance with the parameters prescribed by law.	2009 – 2015



**Table 11. Suggested Government Actions to Eliminate Child Labor, Including its Worst Forms (cont)**

Area	Suggested Action	Year(s) Suggested
Government Policies	Approve the new National Plan of Action on the Worst Forms of Child Labor.	2013 – 2015
	Integrate child labor elimination and prevention strategies into the Multilingual Education National Action Plan and the National Employment Policy.	2015
Social Programs	Ensure all children have access to free basic education, including by ensuring school fees are not charged and addressing issues related to distance, limited transportation to school, and language barriers.	2013 – 2015

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