

CAMFEBA's Quarterly Newsletter

Content



“Successful Business, Prosperous Cambodia”

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Warm Welcome for CAMFEBA's New Members

With the continuous increment of new members, CAMFEBA needs to work much harder in representing and safeguarding the members' interest. However, we strongly believe that all the successes we achieved would not have happened if there had been no active participations and supports from all members. Then we would like to express our sincere thanks to the following prestigious new members for their contributions and participations.



To become our member,
please contact:

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CAMFEBA's International Level Representation

ASEAN Confederation of Employers (ACE) Strategic Policy Meeting on "Key labour and social challenges and opportunities and the way forward for a successful 2015 ASEAN integration"

Singapore: 11 January 2013

The ILO organised the above meeting for twenty employers' representatives from the following countries: Brunei, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand and Vietnam. Mr. Van Sou Ieng, President of CAMFEBA was invited as the representatives from Cambodia to this meeting. This meeting was organised as follow up to the on-going collaboration between ILO/ACTEMP Norway Project and ACE, to strengthen ACE's voice and to play a more important and prominent role in representing the interest of employer at the regional level. As 2015 for ASEAN integration approaches, it is important to ACE to access now the key labour and social constraints for the successful ASEAN integration and promotion of sustainable agenda.

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CAMFEBA's International Level Representation...

ASEAN Workshop on Resolving Employment Disputes-Approaches & Mechanisms

Singapore: 20-21 February 2013

Singapore Ministry of Manpower organized ASEAN Workshop on Resolving Employment Disputes- Approaches and Mechanisms which took place from 20-21 February 2013 in Singapore. The host country invited one representative from Government, one representative from Employers and another one from Workers to attend this workshop.

The Official Launching Ceremony of the National Center of Commercial Arbitration

Phnom Penh, Cambodia: 04 March 2013

Disputes are inevitable in business transactions. One way to resolve them is to use a formal dispute resolution mechanism such as the court. In Cambodia and elsewhere, resolving commercial disputes through the court system is expensive and time-consuming, so businesses often simply choose not to pursue formal dispute resolution and write off losses. To provide greater options for commercial dispute resolution, an alternative mechanism to the court system is needed. Commercial Arbitration offers such an alternative with the prospect of reducing the time and cost of resolving disputes.

The Law on Commercial Arbitration was passed by Cambodia's National Assembly in 2006, establishing a legal framework for the establishment of the Commercial Arbitration that follows international practices. The law also envisages a National Commercial Arbitration Center, established under the auspices of the Ministry of Commerce. On 04 March 2013, the Official Launching Ceremony of the National Center of Commercial Arbitration was hosted by the Ministry of Commerce under the high presidency of H.E Dr. Cham Prasidh, Senior Minister, Minister of Commerce. Mr. Van Sou Ieng, the President of CAMFEBA participated as the representative of CAMFEBA. This participation was the mirror to reflect strong support of the employers toward this development.

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ILO/Regional Skills Programme/Japan Regional Workshop and Study Programme

Sendai, Japan: March 5 -8 March 2013

ILO and Ministry of Health, Labour and Welfare of Japan hosted Regional Workshop and Study Programme on Youth Employment from March 5 to March 8, 2013, in Sendai, Japan. Tripartite partners of Cambodia, Indonesia, Myanmar, Pakistan, Philippines and Sri Lanka attended the workshop for exchanging views on "Improving Skills and Employability for Youth Employment". Participating countries improved their knowledge about reducing skill mismatch and increasing employability for young people. The programme also provided an opportunity of site-visit to Polytechnic Center Miyagi, Hello Work (Public Employment Office) for Support of New Graduates in Sendai and Miyagi Job Cafe in stricken-area of the Great East Japan Earthquake.

Business Networking Event On "Understanding the environment of foreign investment in Cambodia and new official Public Services Fee Schedules for the government services and the effective of its implementation to respond to challenges"

Phnom Penh, Cambodia: 06 March 2013

In the context of promoting good governance, corruption and systemic bribery in public services have been repeatedly identified as major constraints on Cambodia's development process. Government, donors and civil society have made concerted efforts to search for optimal strategies to improve Cambodia's current situation. As a result, some Government institutional reforms have been noticeably successful, especially the decentralization and concentration reforms for the adoption of lists showing the costs of fees that businesses must pay to authorities for various services, in an effort to help companies avoid making informal payments made illegal by the anticorruption law.



Photo Business Networking Event at Phnom Penh Hotel

To get familiar with those service fees as well as how respective ministries are going to enforce it, CAMFEBA has conducted the Business Networking Event On "Understanding the environment of foreign investment in Cambodia and new official Public Services Fee Schedules for the government services and the effective of its implementation to respond to challenges" presided over by H.E. OM Yentieng, Senior Minister and Advisor to Samdach Akka Moha Sena Padei Techo HUN SEN and the President of ACU, H.E. Henng Vong BunChhat, Member of National Anti-Corruption Unit, H.E. Sok Chenda Sophea, Minister attached to the Prime Minister, Secretary General of Council for the Development of Cambodia, Secretary General of Cambodian Investment Board, Secretary General of Cambodian Special Economic Zone Board, H.E. Kong Vibol, Delegate of the Royal Government in charge as Director General, General Department of Taxation and Vice-Chairman, Council for the Development of Cambodia (CDC). The event were participated by 196 participants from business entities and various questions related to the effectiveness and transparency of the implementations of those public services were raised by the participants.

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CAMFEBA's International Level Representation...

Regional Workshop On Promoting Integrity And Transparency In Cambodia's Private Sector

Phnom Penh, Cambodia: 13 March 2013

In order to share experience and best practice of the private sector participating in business integrity programme in preventing and reducing the corruption in Malaysia and also to discuss the issue and challenge that needs to be tackled and addressed for private sector, the Transparency International Cambodia (TIC) which is the global civil organization leading the fight against corruption will organize the regional workshop on promoting integrity and transparency in Cambodia's private sector on 13 March 2013 at Cambodiana hotel. The inputs and perspective was the catalyst to boost the development of this mechanism and standing on this points, Mr. Senaka Fernando, Deputy Secretary General of CAMFEBA and Mr. Danh Engkakada, Deputy Director of CAMFEBA, were invited to attend and the comments of his were really significant to make this workshop more fruitful.

Validation Workshop on Effective Membership Database Management

Turin, Italy: 26 – 28 March 2013

To be able to develop and to play their role, EOs must enjoy large membership, be representative and have capacities and tools to administer, retain, expand and involve membership. This Validation Workshop designed for targets staff of Business Member Organizations from the nine countries that are involved in the pilot phase of the membership database project (Botswana, Swaziland, Kenya, Rwanda, Tanzania, Uganda, Ghana, Nigeria, Cambodia, Philippines and Vietnam) to review the software in detail and determine if the CRM-based logic is appropriate for the workflow of an EO. Additionally the Validation Workshop should enable the participants to work on a basic level with the database and define their capacity-building needs and work processes for the local installation, which will be the second stage of the project. Mr. Tep Sophoan, Membership Services Manager and Mr. Sao Sovan, IT Officer was nominated to attend this workshop as the representatives from CAMFEBA.



Photo Validation Workshop on Effective Membership Database Management

CAMFEBA's Upcoming Events/Trainings

No	Date	Workshop/Training	Representative	City/Country
1	24-26 April 2013	Regional Knowledge-sharing Forum: Realizing decent work for domestic workers	Mr. Soum Chamrong Legal and Compliance Manager of CAMFEBA	Bangkok, Thailand
2	29–30 April 2013	TRIANGLE Sub-Regional Advisory Committee (SURAC) Meeting	Mr. Matthew Rendall Board Members of CAMFEBA	Bangkok, Thailand
3	22 May- 07 June 2013	the International Trainers' Training Course on Management Training Program [ERMI]	Being Recruited	Osaka, Japan
4	05-20 June 2013	Interregional Conference the 102nd session of the International Labour Conference	Mr. Sandra DÁMICO Vice President of CAMFEBA	Geneva, Switzerland

8th Working Group on Minimum Wage

On Monday 21 January 2013 there was a meeting on minimum wage of worker in apparel and footwear sector held at ministry of social affairs, veteran and youth rehabilitation.

This meeting was under the leadership of H.E. Ith Samheng with participation from H.E. Vong Sauth Minister of Labor and Vocational Training, H.E. Sok Chenda Secretariat General of CDC, other government's representative, worker's representative, employer's representative, ILO and other stake holders.

Minimum wage of worker in apparel and footwear sector is known as one of the sensitive issue apart from illegal strike and the other else that affect environment of industrial relation and investment in Cambodia.

CAMFEBA has involved in this issue since the beginning of time. We have joined as employer's representative in every meeting and mechanism to negotiate on behalf of employer with stake holder over this topic.

Last time LAC meeting 8 July 2010 CAMFEBA with worker's representative and government has made an agreement on the increasing of minimum wage of worker in apparel and footwear sector to 61 USD per month. And this agreement provided in furtherance that the revision will be made of this amount until 2014 which mean that before 2014 there is no this issue on the table.

The 21 January 2013 meeting reflects the positive concession of employer toward worker to maintain a peaceful industrial relation.

CAMFEBA even though the meeting does not produce any agreement yet have exposed to the public our reasonable possibility to the increasing. We are always supported the increasing but the increasing should be in the framework of a clear mechanism and should be something that is in the ability of all employers.

One point we really need in this era of global and regional competition to consider is the good image of our industrial relation to the public. Cambodia needs to attract more investment to the country as it is an engine to economic growth. The more we bring investor to the country we enlarge the labor market and contribute this exactly to the poverty reduction policy of the government.

In the meantime of demanding, it is important to see that to have an increase in a minimum wage the increasing should be in proportion to the weight of productivity workers contribute to the enterprise/establishment because should there is no balance between the two this would lead undoubtedly to the bankruptcy that would hurt us all.

CAMFEBA with our clear vision is ready to preserve anywhere anytime the interest of employer toward prosperity of industrial relation in Cambodia.

NSSF Board Meeting

On 16 January 2013 CAMFEBA as employer's representative attended NSSF Board meeting to discuss a matter of worker's safety issue.

The agenda of this meeting is about establishment of worker's safety road circulation task force and her benefit.

After seeing that accident during circulation of worker to workplace and back home from work is increasing and this lead to a consequence damaging both worker and employer the governing board of National Social Security Fund who is in charge of safety and well being of worker member with a composition of worker, employer and government's representative convene a meeting to seek a solution to address this problem.

The circulation accident of worker is a critical issue to be taken into account. Our workers travel to work in a mass through a van that carries them to the workplace. The accident occurs with many reasons among which we observe most of the cases come from the carelessness of the driver who does not pay enough attention to the overload or van checked before departure or traffic law etc and some other causes are external.

Employer used to address this issue through the provision of transportation allowance to facilitate workers in their transportation matter, even some employers further provide their workers accommodation nearby the factory for the safety purpose and still we have it as one of the challenge to the operation of enterprise/establishment.

Therefore with a very firm intention to eliminate the accident of workers during their circulation to workplace and back home and also our social responsibility, under the framework of NSSF, CAMFEBA has joined the initiative of setting up of "Worker's Safety Road Circulation Task Force".

This task force is not only tasked to solve immediately in the event of occurrence of accident but to design prevention policy as well as the other measures related to worker's safety road circulation.

The meeting had discussed actively in this issue to make sure we will have a complete effective taskforce that work on worker's safety issue.

If we can prevent the accident from happening means that we are contributing to the welfare of worker and in consequence this contributes in turn to the productivity of the employer as well.

Finally the meeting had wholeheartedly adopted the draft and hope that it will produce us a satisfactory result.

CAMFEBA's Training

BACKGROUND OF THE TRAINING DEPARTMENT

CAMFEBA's Training Programs comprise three potential programs—Customized Training Program (CTP), Public Training Program (PTP), and International Training Program (ITP). The main purposes are to assist employers in strengthening your competitive edge through skills training and development of your employees, to provide employers a comprehensive range of practical, generic and customized training and development programs for continuing employees' skills upgrading, and to upgrade employers on the latest development in human resources and industrial relations management through the involvement of all participants and our professional trainers' shared experiences.

CAMFEBA's Training Programs are consistently revised to meet market needs, and our training team will provide conducive training environment coupled with highly-qualified trainers to deliver the effective programs to your employers.

Technically, Customized Training Program (CTP) is designed to suit an individual employer's requirements. Working exclusively for one company provides our training team the opportunity to modify contents and emphasis to suit the needs of your organization. The training is presented and discussed against the experiences within your organization and therefore seen as completely consistent and relevant to your requirements.

Additionally, Public Training Program (PTP) is conducted on a regular basis for the benefit of employers to build up the core competencies of their employees. The Public Training Program is a kind of training opened for members and non-members of CAMFEBA. This training can be organized at either CAMFEBA's training room or at various hotels. The course topics related to labour law, human resources management and development, leadership and supervisory skills, financial management, operations management, personal effectiveness, customer service, marketing and sales, Cambodian taxation, and occupational health and safety.

Last but not least, CAMFEBA's Training Department is also working and organizing up-to-date practical international courses cooperatively with SNEF—The Singapore National Employers Federation, which was established on 1 July 1980 through the amalgamation of the Singapore Employers Federation (SEF) and the National Employers Council (NEF).

On behalf of the Training Department of CAMFEBA, I would like to thank you so much for your strong support to our training programmes in 2012.

Being a well-recognized and leading professional training provider, CAMFEBA is offering a wide range of practical in-house training courses, namely Customized Training Programmes, conducted at our training facilities or onsite at your workplace, and the Public Training. Our highly-qualified professionals who are specialized in certain fields always provide you and your staff the expertise, resources, and hands-on experiences to help you compete in the challenging world of business in Cambodian and international contexts. We continue to be committed to the improvement of our training service as our vision is to become the best professional training provider in Cambodia.

I would like to take this opportunity to introduce to you our special package as well as the new strategies for our Customized and Public Training Programmes in 2013 as in the following:

1-CUSTOMIZED TRAINING:

- Package 1: Get 10% OFF if you get two courses within 01 month.
- Package 2: Get 15% OFF if you get three courses within 02 months.
- Package 3: Get 20% OFF if you get more than three courses within 03 months.
- Complimentary Benefits: (FREE of Charge)

2-PUBLIC TRAINING:

For the Public Training, the following benefits will be provided:

- Package 1: Get 10% OFF for every participant if you send 3-4 staff to attend the same course within a month.
- Package 2: Get 01 Free Seat if you send more than 4 staff to attend the same course within a month.

CAMFEBA's Training...

1. CUSTOMIZED TRAINING PROGRAM (CTP):

Customized Training Program (CTP) is designed to consolidate and integrate the key issues of the learning objectives which are then linked to organizational strategy and culture to be fully effective and efficient.

MANAGEMENT AND LEADERSHIP SKILLS was specially designed for World Vision Cambodia. This course was conducted from 02-04 January 2013 at Preah Vihear province by Mr. Oul Van who is the professional trainer of CAMFEBA.



Photo Management and Leadership Skills

ADVANCED SECRETARIAT FOR PERSONAL ASSISTANT AND SECRETARY SKILLS was specially designed for two days training for Borei Peng Huot. This course was on 21-22 February 2013 at Borei Peng Huot Head's Office and it was conducted by Mr. Si Len who is the professional trainer of CAMFEBA.



Photo Advance Secretariat for Personal Assistant And Secretary Skills

KEY TO PERSONAL EMPOWERMENT SUCCESS AND LEADERSHIP SKILLS was specially designed for three days training for TOYOTA Company. The course was on 17, 23-24 February 2013 at TOYOTA Head's Office. The course was trained by Mr. Chat Sophiep.



Photo on 17, 23-24 February 2013 at TOYOTA Head's Office

2. PUBLIC TRAINING PROGRAM (PTP):

Public Training Program (PTP) is designed to consolidate and integrate the key issues of the learning objectives and shared experiences from various company staff members to actively build their management capabilities in an ever-changing world.

ISO 9001:2008 AWARENESS was conducted for two days on 19-20 January 2013 at Eden Park Restaurant by professional trainer, Mr. Sok Naty.



Photo on 19-20 January 2013 at Eden Park Restaurant

PRACTICAL SELLING SKILLS was conducted for two days on 24-25 January 2013 at Eden park Restaurant by Mr. Oul Van.



Photo on 24-25 January 2013 at Eden park Restaurant

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CAMFEBA's Training...

CALCULATION METHODS FOR OVERTIME & OTHER PAYMENTS UNDER THE CAMBODIAN LABOR LAW was conducted for two days on 25-26 January 2013 at Cardamom Hotel by our CAMFEBA Legal and Compliance Manager & attorney-at- Law, Mr. Soum Chamrong.



Photo on 25-26 January 2013 at Cardamom Hotel

PRACTICAL PURCHASING & INVENTORY MANAGEMENT was conducted for two days on 26-27 January 2013 at Eden Park Restaurant by professional trainer, Mr. Khim Phon.



Photo on 26-27 January 2013 at Eden Park Restaurant

ADVANCED SECRETARIAT SKILLS FOR PAS & SECRETARY SECRETARY was conducted for two days on 16-17 February 2013 at Eden Park Restaurant by professional trainer, Mr. Oul Van.



Photo on 16-17 February 2013 at Eden Park Restaurant

BUSINESS ETIQUETTE & WORKPLACE MANNERS (PROTOCOL) was conducted for two days. This course was from 18-19 February 2013 at Eden park Restaurant and it was trained by professional trainer, Mr. Oul Van.



Photo on 18-19 February 2013 at Eden park Restaurant

TRADE UNIONS & HOW TO DEAL WITH UNION PROFESSIONALLY was conducted for two days. It was on 21-22 February 2013 at Eden Park Restaurant and it was trained by CAMFEBA's Legal and Compliance Manager & attorney-at- Law, Mr. Soum Chamrong.



Photo on 21-22 February 2013 at Eden park Restaurant

PRACTICAL QUICKBOOKS FOR ACCOUNTING was conducted for two days on 23-24 March 2013 at Eden Park Restaurant by professional trainer, Mr. Khim Phon.



Photo on 23-24 March 2013 at Eden park Restaurant

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CAMFEBA's Training...

LABOR DISPUTE RESOLUTION AND EFFECTIVE CASE PREPARATION AND PRESENTATION TECHNIQUE BEFORE THE ARBITRATION COUNCIL was conducted for two days. It was from 28-29 March 2013 at Landscape Hotel and it was trained by CAMFEBA's Legal and Compliance Manager & attorney-at-Law, Mr. Soum Chamrong.



Photo on 28-29 March 2013 at Landscape Hotel

NATIONAL SOCIAL SECURITY FUND was conducted for two days on 29 March 2013 at Eden Park Restaurant by CAMFEBA's Information and Legal Officer, Mr. Huon Sokpheaneath.



Photo on 29 March 2013 at Eden Park Restaurant

PRACTICAL FINANCIAL REPORT FOR ACCOUNTANTS was conducted for two days on 30-31 March 2013 at Eden Park Restaurant by professional trainer, Mr. Khim Phon.



Photo on 30-31 March 2013 at Eden Park Restaurant

1st HR Symposium 2013 on "Industrial Relations and Human Resource Management In The Global Era- Best Practices From Japan & Employee Engagement Under The HR Practices"

As a part of human resource development mechanism, HR Symposium has been held regularly by CAMFEBA particularly for human resource personnel. This event brings together experts and people who share a common interest to learn, review and share their knowledge and experience.



Photo at Cambodiana Hotel

On 31 January 2013, at Cambodiana Hotel, the 1st HR Symposium 2013 on "INDUSTRIAL RELATIONS AND HUMAN RESOURCE MANAGEMENT IN THE GLOBAL ERA- BEST PRACTICES FROM JAPAN & EMPLOYEE ENGAGEMENT UNDER THE HR PRACTICES" presented by 2 key guest speakers, Mr. NUON Heap, Director of Human Resources & Institutional Development of PSI Cambodia and Mr. Vong Visoth, Head of HR of Cambodiana Hotel. There were over 100 participants joining this event with very impressive on the presentation and practical share from our guest speakers and active participating in the discussion which made this event became more resourceful.



Photo at Cambodiana Hotel

During the opening Follow to the presentation made by Mr. Visoth, there was also a panel discussion which were jointly discussed from the other 2 resource persons, Mr. Veasna Narath, Director - Human Resources, Prudential (Cambodia) Life Assurance and Ms. Eng Sopheap, Managing Director of O.D.I ASIA CO., LTD. Various questions/ideas were raised by the participants and difference ideas with invaluable solutions were also responded by the panelists.



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“Successful Business, Prosperous Cambodia”

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