



CAMBODIAN FEDERATION OF EMPLOYERS AND BUSINESS ASSOCIATIONS
(CAMFEBA)

“Successful Business, Prosperous Cambodia”

CAMFEBA’s Quarterly Newsletter

From January to March 2014

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Warmly Welcome for CAMFEBA's New Members

With the continuous increase of new members, CAMFEBA needs to work much harder in representing and safeguarding members' interests. We strongly believe that all the successes we achieved would not have happened if there had been no active participation and support from all members. We would like to welcome the following new members:



Please contact

To become a
Member
 of **CAMFEBA**





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CAMBODIAN FEDERATION OF EMPLOYERS AND BUSINESS ASSOCIATIONS

CAMFEBA, the Cambodian Federation of Employers and Business Associations, recognized by the government, International Labour Organization (ILO) and other International Development Agencies as the largest association representing employers across multiple sectors in Cambodia including the garment industry, banking, hotel, to name a few, is proud to announce its executive committee for 2014-2016, elected at the Annual General Meeting held on 28 March 2014 at NagaWorld Hotel:

Nº	Name	Position	Representing organization
1	Mr. Sou leng VAN	President	Asia Insurance (Cambodia) Plc.
2	Ms. Sandra D'AMICO	Vice President	HR Inc (Cambodia) Co., Ltd.
3	Mr. Teh SING	Vice President	Malaysian Business Council of Cambodia (MBCC)
4	Mr. Senaka FERNANDO	Secretary General/ Treasurer	ACCA Cambodia
5	Mr. Matthew RENDALL	Deputy Secretary General	SokSiphana & Associates
6	Lok Oknha Dr. NANG Sothy	Board Member	Malaysian Royal Phosphate Limited
7	Ms. Moniveark SOU	Board Member	Maybank
8	HE. Bretton G. Sciaroni	Board Member	Sciaroni & Associates
9	Mr. Raymond TAM	Board Member	Jie Wei (Cambodia) Garment Factory Ltd.
10	Mr. Andrew CHAN	Board Member	Nagaworld Limited
11	Ms. Sopheap ENG	Board Member	ODI Asia Co., Ltd.

CAMFEBA is the umbrella organization of employers in Cambodia. We are a member of the ASEAN Confederation of Employers (ACE), Confederation of Asia Pacific Employers (CAPE) as well as the International Organization of Employers (IOE).

CAMFEBA represents **9 Business Associations, 23 Associates (NGOs), 211 Individual Companies** and over **1500 Businesses** both unionized and non-unionized. Our members include small and medium enterprises, leading Cambodian businesses, multinational companies and Cambodia's major business associations covering all sectors. We welcome new and existing members in supporting pathways to prosperity for Cambodia.

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Our AGM
Sponsors



Press Conference and briefing and discussion roundtable with private sector relating to industrial relations and wages in Cambodia



CAMBODIAN FEDERATION OF EMPLOYERS
AND BUSINESS ASSOCIATIONS (CAMFEBA)



■ ■ ■ ■ CAMFEBA Conference on
Wages and Industrial Relations

CAMFEBA held two important events on 6 January 2014 and on 14 January 2014 to provide the press, civil society, private sector, international stakeholders and embassies with a clear picture on the issues of wage and industrial relations in current Cambodian environment. Violent Associated with illegal strike and demonstrations, led by minority union, affected not only Cambodian businesses but Cambodian economy.

These conferences were presided over by Mr. Van Sou leng, President of CAMFEBA and President of GMAC, Ms. Sandra D'Amico, Vice President of CAMFEBA, Mr. Teh Sing, Vice President of CAMFEBA and Chairman of MBCC and HE. Bretton G. Sciaroni, President of IBC and President of AMCHAM.

Speaking at the press conference Sandra underlined that the objective of her presentation was to focus on the Wage Structure in Cambodia and attendees would have a better understanding as a result.

It is important to note that this minimum wage applies only to the garment and footwear sector but it does impact on the whole country's economy. The structure of wages has developed over time to include mandatory minimum allowances. The total amount of money that is required to be paid to an employee by law includes more than just a minimum wage. It includes other allowances such as transportation/housing, seniority and attendance bonus. In addition, if we look at some facts when we are reviewing wages; we do need to also put our focus on other factors from the perspective of human resource management and Cambodia's labor force competitiveness. The important thing is Cambodia has almost double the number of paid days off compared to ASEAN countries. Changing wage structure can

not happen overnight and must consider realities of the work environment more broadly. More importantly, employers, workers and unions need to have an open mind to discuss their views and understand each other. They all need to be reasonable and consider the reality of the current and ongoing economic and social with a clear strategic approach to many different factors and address these step by step." Addressing the press conference, Mr. Van Sou leng also mentioned "Multiplicity of trade unions is the big issue in the garment and footwear sector. There are around 3000 local trade unions in this sector so there could be around 4 or 5 trade unions in one factory. If we imagine the same situation in one family, it would be like one husband with 4 wives or one wife with four husbands.

There would be no peace or harmony in this family. This also goes for industrial relations in factories. We don't know who we are going to negotiate with while the other trade unions in that factory don't respect the decision of the trade union who has the most representation.

In addition, we do need to note that the current minimum wage demands are a critical threat not only because of the impact the issue has on the garment and footwear sector but also on small and medium enterprises, and impacts on the entire economy of Cambodia.

The Industrial Relations Working Group and Discussion Roundtable at Ministry of Labour and Vocational Training

Phnom Penh: 25th February 2014



The Industrial Relations Working Group meeting was convened on 25th February 2014 at Ministry of Labour and Vocational Training. The purpose of this meeting was to discuss issues provided by the private sector and to identify the remaining issues to bring to the Government-Private Sector Forum which was held on 4th March 2014.

The meeting was presided over by the Co-Chairs, H.E ITH SAMHENG, Minister of Labour and Vocational Training (MoLVT)

and OKNHA Dr. NANG SOTHY, a board member of CAMFEBA. The meeting was also attended by His and Her Excellencies, representatives of various ministries and private companies who are members of CAMFEBA.

After a long and constructive discussion, the meeting agreed as below:

1- Reforming of Labour Inspection: the Minister of MoLVT signed on the Prakas No. 037/14 dated 21st February 2014 on the creation of one single inspection which combines all various inspections together under the competent of MOLVT.

2- Public Service: The MoLVT considered creating a system that applicants can apply for any registration/permit online for effective processing and to combat corruption.

3- The Minister agreed to extent recruitment agency licences to 5 years.

4- The Minister agreed recruitment agencies will be able to recruit employees for multiple countries but they must apply for a licence for each country. Further, the Minister has proposed that the DGVTP Training Centers be a one-stop shop for the registration of recruitment agencies and overseas manpower.

5- Regarding to the reduction of formality by submitting the completed application at MOLVT and forward directly to embassies of host country without submitting to Ministry of Foreign Affair and International Cooperation (MOFAIC), the Minister accepted this request for consideration and will further coordinate with MOFAIC for resolution.

6- Taking firm action against the illegal recruitment agency issue, the Minister welcomed this suggestion and called for close cooperation from ACRA (Association of Cambodian Recruitment Agencies). Recently, the Ministry sent letter to Ministry of Information regarding illegal broadcasting. The Ministry prohibits all kind of sublicense for recruitment agencies.

7- Regarding the request to transfer the required deposit to other commercial banks to be able to earn interest, the Minister agreed in principle and will discuss with Ministry of Economics and Finance and Council for the Development of Cambodia (CDC) due to public finance management.

8- As for Over Time issue, under the scope of Labour Law, all workers including line managers are eligible to claim OT but it also depends on the mutual understanding of employer and employee.

CAMFEBA LAUNCHING EVENT ON “PATHWAYS TO PROSPERITY” AND ILO REPORT ON “ENABLING ENVIRONMENT FOR SUSTAINABLE ENTERPRISES IN CAMBODIA”- NEW REPORTS OUTLINE POLICY FRAMEWORK FOR HIGHER GROWTH AND BETTER JOBS.

Sofitel Phnom Penh Phokeethra Hotel: 12 March 2014

Under the high presidency of Cambodia's Minister of Labour and Vocational Training, H.E. **Ith Sam Heng**, CAMFEBA launched two major reports that lay out the challenges and opportunities for higher growth and more and better jobs in Cambodia. The reports are the product of an 18-month partnership between the ILO and CAMFEBA, and utilize new and innovative ILO methodologies that combined a nationwide and cross sectorial survey of **both Cambodian firms and workers** with a comprehensive analysis of existing reports and data. This innovative approach of combining primary and secondary data, both worker and firm-level perspectives, along with international benchmarks has helped generate a comprehensive and consolidated review of the key challenges facing the Cambodian economy today, along with practical and actionable recommendations.

The ILO report, “The Enabling Environment for Sustainable Enterprises (EESE) in Cambodia” analyses Cambodia's performance in 17 areas necessary for sustainable enterprise development and productive, decent employment; these include social dialogue, education and training, legal and regulatory reform, governance, trade, and integration. The CAMFEBA report, “Pathways to Prosperity: Policy priorities to create an enabling environment for sustainable enterprise development & creation in Cambodia” is predicated on the analysis from the above mentioned EESE report and focuses on policy recommendations in four key areas; workplace relations, skills, governance, and the legal and regulatory environment.

Speaking at the launch **Mr Van Souieng**, President, CAMFEBA said that “To translate opportunities into businesses, products and jobs, our national policies must support private sector development and encourage economic expansion. The CAMFEBA report “Pathways to prosperity” outlines the areas business sees as critical for immediate policy focus. We have not been abstract or



unrealistic in our recommendations and strongly believe with collective action from all stakeholders, we can create the environment to grow and diversify the economy, create quality jobs and improve the livelihoods of all Cambodian citizens. Ultimately that is the yardstick our efforts we will be measured by.”

The research that underpins the reports is revealing. In terms of skills **over half of Cambodian firms feel that vocational education and training programmes do not yet meet the needs of the business community.** Employers included a shortage of skilled labour and a lack of quality human resources among the greatest challenges facing the Cambodian economy. Surveyed firms noted that, while the quality of education and training providers currently available in the market is good, there are not enough providers.

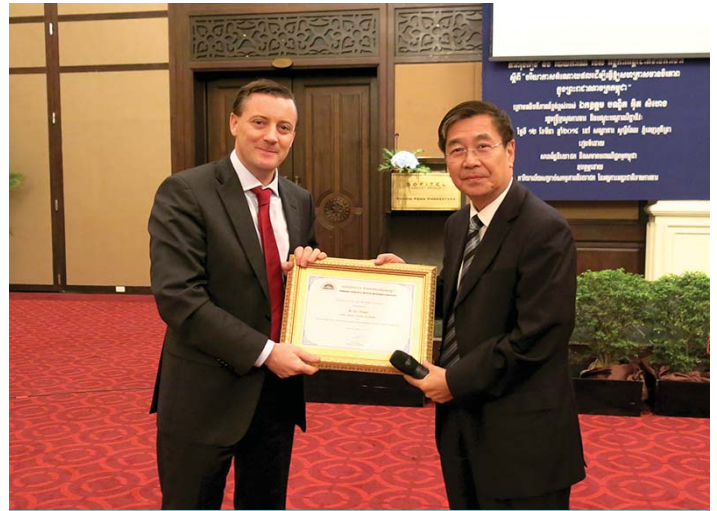
A number of recommendations are subsequently outlined that inter alia call for improvements to the general education system such as incorporating practical training, learning, entrepreneurship and innovation into curriculum design along with measures to improve dialogue, cooperation and information exchange between business, unions, educators/trainers and policy makers. Not with standing progress in recent years, in particular through the work of the Anti-Corruption Unit, it is clear from the research, corruption remains a major

obstacle to business. Most firms in Cambodia, when dealing with Ministries, still feel they need to pay “Unofficial facilitation fees” to secure services. 70 per cent of firms surveyed that had refused to pay such fees, reported experiencing a delay in service or failure to receive the service at all. A key recommendation emanating from the two reports is the need to raise national awareness of the Anti-Corruption Law through the media, across all provinces. Additionally it needs to be made easier to make a legitimate complaint, particularly for SME’s.

Both reports noted that Major efforts are needed to improve the quality of workplace relations. The CAMFEBA’s report notes that “full and genuine social dialogue based on responsible cooperation rather than confrontation is an important tool in sustainable enterprises. Developing a positive, collaborative working environment can help improve productivity and innovation, while greater workplace stability benefits employers and workers alike.”



Pictures during the event



CAMFEBA’s President Awarded Appreciation Certificate to ILO/ACTEMP Rep

Addressing the launch Mr. **Maurizio Bussi** ILO Country Director Cambodia in his opening remarks alluded to the importance of effective social dialogue and sound workplace relations and noted that “Cambodia has witnessed a period of uncertainty coupled with some disturbance over the last 12 months. We have seen strikes that have resulted sadly in violence and in loss of life. The workplace environment has been anything but stable. This has led to what is an uncertain investment climate in the country. That’s bad for business and bad for workers. The work that we are launching today is focused on creating the policy setting for an “enabling environment for sustainable enterprises” – that means “stability” and “certainty” which can translate into jobs, growth, better livelihoods and a more prosperous Cambodia. That is a vision all tripartite partners can agree on.”





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CAMBODIAN FEDERATION OF EMPLOYERS AND BUSINESS ASSOCIATIONS

TENTATIVE SCHEDULE FOR CAMFEBA'S 2014 EVENTS

CAMFEBA'S EVENTS

DATE

HR Club Meeting	18 February 2014
CAMFEBA AGM	28 March 2014
CEO Lunch	29 April 2014
HR Club Meeting	25 April 2014
Business Networking Event	30 May 2014
HR Club Meeting	12 June 2014

CAMFEBA'S EVENTS

DATE

CEO Lunch	25 July 2014
Business Networking Event	29 August 2014
HR Club Meeting	17 September 2014
CEO Lunch	22 October 2014
Business Networking Event	20 November 2014
HR Club Meeting	16 December 2014

Previous activities



JANUARY							FEBRUARY							MARCH							APRIL							MAY							JUNE								
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* This schedule is subject to change with sufficient notice. CAMFEBA will announce each event at least 15 days in advance.

CAMFEBA's Upcoming Events/Trainings

No	Date	Workshop/Training	Representative	City/Country
1	9-10 May 2014	39th ACE CEO & BOD Meetings	Mr. Senaka Fernando Secretary General/Treasurer of CAMFEBA Mr. Danh Engkakada General Manager of CAMFEBA	Kuala Lumpur, Malaysia
2	15-16 May 2014	35 th National Conference of Employers (NCE 35) with the theme "Evolving ASEAN Market: Towards Inclusive Growth and Prosperity"	Ms. Sandra D'AMICO Vice President of CAMFEBA	Makati, Philippines
3	15-16 May 2014	EMPLOYERS' FORUM ON THE ILO BETTER WORK PROGRAMME "Reinforcing Collaboration at Policy level by drawing on National Experiences"	Mr. Van Sou Ieng President of CAMFEBA	Geneva, Switzerland
4	28 May-12 June 2014	The 103rd International Labour Conference (ILC)	Ms. Sandra D'AMICO Vice President of CAMFEBA	Geneva, Switzerland

CAMFEBA's National and International Level Representation

Workshop on Employers' organizations and minima wages

Thailand: 17-18 March 2014



The International Training Centre (ITC-ILO) in consultation with International Organization of Employers (IOE) and the employers' group has proposed to organize this workshop in order to strengthen the participants' technical capacity to understand and assess minimum wage policies and their implications for poverty reduction, competitiveness, level of employment and other macroeconomic indicators, in an international perspective. The programme targets selected high level board and

staff members of APINDO(4), ECOT (5) and CAMFEBA (5) who are directly involved in minimum wage negotiations and especially the representatives who are part in MW setting processes at the National level.

Master Training on the Effective Business Member Organization

Italy: 3 – 7 March 2014

Under the financial support from ILO-ITC based in Turin, Italy, CAMFEBA sent two representatives: Mr. Danh Engkakada, General Manager of CAMFEBA and Mr. Tep Sophoan, the Membership Services Department Manager of CAMFEBA to attend this important master training program. The objective of the training was to strengthen BMOs to perform more effectively by developing the skills of key personnel and the capacity of the business organization in the areas of effective lobbying, advocacy and social dialogue for a better business environment, sustainable services delivery, efficient association management in the field of membership and revenue building, good governance and strategic planning for more effective BMOs. There are 2 stages of training: Part 1 involved **DISTANCE LEARNING** comprising of a total of 40 hours distance learning on an individual basis; and Part 2 involved **FACE TO FACE TRAINING** comprising of 5 days at the International Training Center Campus. There were 40 participants from 27 countries who attended the training.



Inter-sectoral Workshop: Accelerating action towards the elimination of the Worst Forms of Child Labour in ASEAN

Jakarta, Indonesia:



Activities during the workshop

An inter-sectoral workshop took place in Jakarta hosted by the ASEAN Secretariat (ASEC) with support from the International Labour Organization (ILO). CAMFEBA's General Manager, Mr. Engkakada DANH, attended this important workshop.

Its objective was to take stock of progress towards the fulfillment of the ASEAN Roadmap for the Elimination of Worst Form of Child Labour by 2016 and to identify inter-sectoral avenues to accelerate action.

THE 6th ASEAN FORUM ON MIGRANT LABOUR

Bandar Seri Begawan, Brunei Darussalam

CAMFEBA attended the 6th ASEAN Forum on Migrant Labour which carried the theme "Enhancing Policy and Protection of Migrant Workers Through Data Sharing, and Adequate Access to the Legal and Judicial System During Employment, Including Effective Complaints Mechanisms" in Bandar Seri Begawan, Brunei Darussalam. Representatives of governments, employers' organizations, workers' organizations and civil society organizations from ASEAN Member States, the ASEAN Secretariat, International Labour Organization (ILO), International Organization for Migration (IOM), and the Task Force for ASEAN Migrant Workers (TFAMW) participated in the forum.



The 6th ASEAN Forum on Migrant Labour was convened as an implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, ASEAN Labour Ministers' Work Programme 2010-2015 and ASEAN Socio-Cultural Community (ASCC) Blueprint (Action Line C.2.ii) which called for a regular ASEAN forum on migrant labour as a platform for broad-based discussions on migrant labour issues under the auspices of the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of

Migrant Workers (ACMW) which reports to the ASEAN Senior Labour Officials Meeting (SLOM).

As the result of the forum, the participants agreed to recommend concrete actions to promote and protect the rights of migrant workers in ASEAN Member States, facilitate the formulation of evidence based migration policies overseas through labour migration data sharing and adequate complaint mechanisms and grievance handling mechanisms, as follows:

(a) Facilitate data collection, analysis and sharing concerning migrant workers in both countries of origin and destination



The Forum recognizes that knowledge and information are critical to formulate, implement and evaluate labour migration policy and practice, and therefore its collection and application should be given priority, with the objective to enhance the protection of migrant workers. The process of data sharing should be done within the context of national legislations and in a transparent manner that protects this data and ensures respect for workers privacy.

1. Encourage development and strengthening of inter-agency collaboration efforts, including the designation of a lead agency, to collect, analyses, share and harmonize labour migration data at the national level;
2. A regional and updated database on labour migration is called for. ASEAN Member States, social partners and CSOs recognize the importance of sharing labour migration data and support the development of a labour migration database to be piloted in ASEAN with the technical and financial assistance, including capacity building, of international and other organizations;
3. Consider developing an ASEAN Framework on Labour Migration Statistics with common definitions to ensure the comparability of data within ASEAN;
4. Promote regular exchange and updating of labour market information, analysis of trends and patterns;
5. With reference to the Technical Meeting on ASEAN International Labour Migration Statistics Database organized by the ILO on 4 November 2013, the Forum supports the initiative for setting up a Working Group on International Labour Migration Statistics, which should meet on a regular basis;
6. Endeavour to have a regular exchange of labour migration data between countries of destination and origin to ensure coherence of such data;

7. Consider the following data sets, among others, for the collection, analysis, and sharing to include:

- > Inflows, outflows and stocks of migrant workers, disaggregated, where possible, by sex, country of origin, age, level of qualification, industry, occupation
- > Data on remittances
- > Information on recruitment channels, licensed agencies, fees and costs
- > Labour market information, including available and in-demand jobs and skills
- > Data on occupational safety and health
- > Data on salaries and benefits of migrant workers
- > Data on returning migrants
- > Bilateral labour migration flows in ASEAN (to monitor implementation of AEC)
- > Data on the families of migrant workers in the countries of origin and destination
- > Nature and incidence of complaints filed
- > Data on irregular migrants and trafficking of persons, where possible;

8. Develop guidelines and a compendium of good practices on data collection, analysis and sharing (based on the experiences of ASEAN Member States, social partners, and CSOs).

(b) Promote effective complaint mechanisms and grievance handling mechanisms

The Forum recognized the importance of and access to effective complaint mechanisms by migrant workers in countries of origin and destination in order to promote and protect the rights of migrant workers in line with international human rights and labour standards. For better access to complaint mechanisms, where appropriate, family members may file a report or complaint on behalf of migrant workers.

9. Develop and strengthen the existing complaint mechanisms for migrant workers in ASEAN Member States that are transparent, accessible and simplified during recruitment, employment and in case of termination and deportation. In this regard, it is important to ensure that the integrity of complaints be carefully examined;

10. Ensure that complaint mechanisms are gender sensitive and responsive to the vulnerability of migrant workers;

11. Support the development of “one-stop” service centre for migrant workers that among others, facilitate access to complaint mechanisms and assistance, including interpretation and free legal counseling/referral, in collaboration with all stakeholders including migrant communities, workers’ and employers’ organizations, and CSOs to ensure that the service are accessible to migrant workers;

12. Ensure that information of the availability of such service centres and complaint mechanisms is disseminated to migrant workers and their families through appropriate communication channels, such as, electronic and print media, migrant workers resource centres, information outreach programmes, pre-departure trainings, pre-employment orientation seminar, and diplomatic missions;

13. Ensure and strengthen the roles of labour attaches, embassies, and consular officials to include support services on availing of complaint mechanisms for migrant workers;

14. Dispute resolutions, mediation, and other alternative dispute settlement mechanisms should be fully explored before administrative or judicial litigation processes;

15. Ensure timely notification and communication between the countries of destination and origin on judicial cases of migrant workers and extend cooperation to provide access to migrant workers to file cases for violation of rights in the country that the violation took place;

16. Promote inter-country trade unions collaboration to support migrant workers in case of complaints;

17. Ensure, where possible, the joint accountability of employers and recruitment agencies in case of migrant workers’ complaints when the recruitment agencies are responsible for recruiting and placing workers abroad;

18. Ensure adequate arrangements in case of return and repatriation to be shouldered by the employers;

19. Promote sharing of experiences and information among ASEAN Member States in implementing their respective complaint mechanisms through stock taking of the processes in handling grievances of migrant workers;

20. Consider developing regional guidelines and tools on the establishment of key aspects and standards of complaint mechanisms for migrant workers.

The participants agreed that the progress and challenges of implementation of these and previous recommendations will be shared by ASEAN Member States at the 7th ASEAN Forum on Migrant Labour in 2014. For this purpose, each ASEAN Member State should make preparation with the involvement of tripartite partners and civil society for the information sharing prior to the Forum. The process and outcomes of the ASEAN Forum on Migrant Labour could be shared with other partners outside the region.

The participants extended their appreciation to the Government of Brunei Darussalam, particularly the Department of Labour, Ministry of Home Affairs for the excellent arrangements of the Forum and warm hospitality accorded to them. The participants also congratulated the Government Myanmar for its role as the incoming ASEAN Chair for 2014 and host of the 7th ASEAN Forum on Migrant Labour in 2014.

1st HR Symposium 2014 on “Current challenges and experiences sharing on the HR roles”



On February 18th, at the Cambodiana Hotel, the 1st HR Symposium 2014 was held. The theme was “Current Challenges and Experiences Sharing on the HR Roles” presented by two key guest speakers: Ms. Prim Somnop, Head of HR of the Cambodian Broadcasting Services Co., Ltd. (CTN) and Ms. Chhiv Phyrum, Chief HR Officer of Manulife (Cambodia) Plc.

During her opening remarks, Nicky Enriques (CAMFEBA Board Member & HR Club Leader), initiated the election for the new steering committee for 2014-2016. She encouraged all HR club members to participate in the election. Prim Somnop began the symposium with a brief introduction on her experience as well as her current role with CTN.

She talked on key aspects of talent management and highlighted this with case studies from her practical experience. Prior to the next guest speaker, a representative from the National Blood Transfusion Center (NBTC) did a short presentation on the statistics of blood needed every day and its importance. NBTC would welcome companies to work with them to create social activities to promote blood donation. This is a serious situation in Cambodia with many people having to contact relatives and friends for blood when accidents happen. The last session on “Practices on Starting the HR year”, Chhiv Phyrum started by sharing her experience of the practical HR year, particularly with her current role at Manulife. She shared her three principles in life:



dream big, think about use value and cash value, fear inside then take a step back. Finally, she had an interesting exercise for the participants: “what kind of questions HR people should ask to their boss”.

There were over 100 participants joining this event. They were very impressed with the presentations and practical sharing of the experiences of our guest speakers. The active participation in the discussion after each presentation made this event a real success.

QUATERLY NEWSLETTER

TRAINING DEPARTMENT

January-March 2014

What's Happening at CAMFEBA'S Training Center



Late 2013, CAMFEBA reviewed its training and trainers to ensure it is meeting the needs of its members. Skills training and employee development assists companies in strengthening their competitive edge. Standard and customized training is now available in a number of new areas as well, out roster of trainers has grown. CAMFEBA has incorporated some of the latest international techniques and tools into all of our training.

"You Success, Team Success" is not just a saying. Our team works to assure every company, association and organization who sends their staff to join our training programs that they will see the value both to their individual employees and for the company as a whole. Message from Mr. Um Sam Oeurn, Training Manager

International Training Opportunity Highlights

CAMFEBA is collaborating with other employer association training centers:

- ✓ Singapore National Employers Association (SNEFF)
- ✓ Malaysian Employer Federation (MEF)
- ✓ Employer Confederation of Thailand (ECOT)
- ✓ Employers' Association of Indonesia (APINDO)
- ✓ Employer Confederation of the Philippines (ECOP)

CAMFEBA & ILO for Occupational Safety & Health

- ✓ Training conducted in Cambodia
- ✓ International standards course
- ✓ Certificate from ILO (Turin, Italy) upon passing testing

National Training Opportunity Highlights

- ✓ Current roster of more than 55 qualified trainers including 18 foreigners
- ✓ Customized training includes pre-training Needs Assessment, post-training follow up and longer term evaluation on impact
- ✓ Follow up available includes coaching clinics, individual follow up and refresher training

CAMFEBA's Training Team At Work

CAMFEBA's Team conducted a variety of training both customized and public. Priority by members was placed on practical versus soft skills. As with previous years, many companies are deferring soft skills training for starting in May. Highlights include:

TRAINING OF TRAINERS

Conducted **16-17 January** by our in-house trainer **Mr. Um Sam Ourn**, 30 participants from different departments of **PRASAC MICROFINANCE INSTITUTION** developed their capacity in IEC material, curriculum design, session plans, course outlines and facilitation techniques.



Figure 1: Training on Training of Trainer



Figure 2: Training on Teamwork and Team Building

TEAMWORK AND TEAM BUILDING TRAINING

Conducted on 9 March for **C&A Sourcing International**, the Independent Hotel in Preah Sihanouk Province provided a great atmosphere for 20 participants from different departments. Our trainers, **Mr. Kith Marady & Mr. Um Sam Ourn**, strengthened team skills and dynamics, to be a more effective team member.

INDUSTRIAL RELATIONS IN CAMBODIA TRAINING

Conducted at the **Asia Tune Hotel** on **10-11 March**, by our in-house trainers **Mr. Soum Chamrong, Ms. Chrea Dalya & Mr. Um Sam Ourn**, 23 participants came together from a variety of levels to review legislative and practical issues in Industrial Relations. Participants particularly benefited from developing skills in conflict management and dispute resolution.

Figure 3: Training on Industrial Relations in Cambodia



TRAINING BONUS

- Free one person to attend a public training course with the investment of 5 customized courses
- Free one customized course with the investment of 20 customized courses

Current Training Available

CAMFEBA's training program includes 329 courses which divided to 13 different themes

						
Industrial Relations	Human Resource Development	Leadership & Supervisory skills	Accounting and Financial Management	Operation Management	Personal Effectiveness	
						
Customer Service	Marketing & Sale	Occupational Safety and Health at the work place	Business writing	Standard of Hotel & Tourism	General Health & Commercial First Aid	Psychological Support

Contact CAMFEBA's training department to invest in your staff and find out more about specific training programs available.



Staff Corner...

Mr. Engkakada DANH



is the General Manager of CAMFEBA. He is responsible for managing the organization and supervising projects especially with respect to the coordination of different departments as well as strategic perspective of the organization including policy development and institutional building with government. His background in law is especially helpful.

Prior to joining CAMFEBA, Kakada practiced Cambodian Labour Law for more than 2 years as a Legal Advisor to a lading law firm. He also built experience in Commercial Law. Working with different international organizations, law firms and government departments provided a strong platform for understanding the similarity and differences of the challenges that they faced. He so build up his experience in Project Management and Training especially understanding the concept of best practices in relation to results based goals.

Before joining CAMFEBA, Kakada has the pool of experience working with international organizations in China, Switzerland, the Netherlands, Italy and Belgium. These organizations include the World Trade Organization (WTO), World Intellectual Property Organization (WIPO), International Court of Justice (ICJ), International Criminal Course (ICC), International Labor Organization (ILO) and Chinese Supreme Court. This international experience has helped Kakada support CAMFEBA's staff in management, projects, policy development and clients both Cambodian and from other nations. He has exceptional cross cultural skills using action research to bring people and ideas together.

Kakada obtained his Masters in Law at the Transnational Law & Business University of South Korea as well as other trainings from various countries such as Italy, Japan, Thailand; South Korea, Brunei, Indonesia... etc. His Bachelor's Degree is from the Royal University of Law & Economics.

Mr. Chamrong SOUM



is a Senior Legal Manager of CAMFEBA with the responsibilities in managing the Legal Department of organization and managing project on Promoting the Sound Industrial Relations in Cambodia. He is also an Attorney-at-Law for CAMFEBA, providing the legal consultation and represent clients at Arbitration Council and courts. His specific expertise in this field was gained from both of more than 8 years experiences with law firms and NGOs. Mr. Chamrong is a member of the Bar Association of the Kingdom of Cambodia. Before joining CAMFEBA, he is an Attorney at Law to Cambodia International Law Firm and Asia Cambodia Law Firm. He also worked for NGO Committee on the Rights of the Child (NGOCRC) in various positions such as Technical Advisor, Secretary General and Information Manager; for another organization called Child Assistance for Mobilization and Participation (CAMP) for the position Deputy Director and Administrator. Mr. Chamrong holds Bachelor and Master Degree of Law from the Royal University of Law and Economic Science in Phnom Penh. He can speak Khmer and English very well.

Mr. Borann YOEURM



is a Senior Admin & Finance Executive of CAMFEBA, has more than 5 year experience in Administrative, Finance, Human Resources and Project Coordination.

He is a key driver for Operations Department of CAMFEBA and responsible for managing accounting system, cash flow, account receivable, account payable, procurement, administration and other related project tasks for the federation.

With his professional background, Borann successfully graduated Bachelor Degree in Mathematics at Royal University of Phnom Penh in 2014 and obtained diploma of Taxation at CamEd recently.

Staff Corner...

Mr. Sam Oeurn UM



Training Manager of CAMFEBA, presently is continuing the Doctor of Philosophy (Ph.D) of Rural Development and Social Work, University Build Bright, Phnom Penh and he is holding a Master Degree of Rural Development and Social Work, Bachelor degree of Business Administrative of Project & Program Development Management, Law and Public Administration and Diploma of Pedagogy and he also has been attending numerous relevant training workshops at national and international level.

Mr. Um Sam Oeurn has professional experiences for providing capacity building to many NGO, private sectors and Civil Society Organization in Cambodia for many target groups such as youth groups, vulnerable groups, factory workers, Policemen, Casino staff and community people more than 20 years on the Training of Trainer,

Facilitation Skills, Teaching Methods and professional counseling skill, Practical First Aid skill, effective public speaking skill, a Debating Skills, life skill, vocational training skill, Effective skills for public events management`, Project Management, Human Recourse Management, Organizational Behavior, Office Management, Report Writing, Effective Manager and Public Speaking.

Mr. Sam Oeurn was a lecturer of Master and Bachelor degree at University for 8 years and he has been served as freelance training consultant for 4 years to local organizations such as PSOD, Youth Star Cambodia and PHD organizations... and he has been get three appreciation certificate from Cambodian Royal Government such as Grade Silver Medal, Grade Golden Medal and Grade Monisaraphon Medal during worked with NGO in role of management for responding to victim and HIV and AIDS in Cambodia and he was a Senior Program Officer, Chairman of task force for organizing special events, Director of English school, Training Coordinator, Trainer and facilitator, Instructor of Commercial First Aid and moderator communicator (MC) for National Special Events.

Mr. Sophoan TEP



Membership Services Department Manager, has more than 7 year experiences in Sales and marketing management, customer services, communications and external relations.

He is a key driver for membership services department of CAMFEBA and responsible for developing marketing and sales strategy, membership promotion, public awareness activities, event managements, oversea training programs, external relations for the association and look after the operation of association's representative office in Siem Reap.

He has significant network with local & international companies, NGOs as well as other business associations in the region. Furthermore, Sophoan is also the Secretary of HR Club which has been established by CAMFEBA since 2005. The club has more than 200 HR practitioners as member.

Prior to his career with CAMFEBA, Sophoan was also a Customer Services Operator and Administrative staff of Cambosix for almost 3 years and a part time English Teacher for almost one year.

In conjunction with his professional background, Sophoan successfully graduated BA in 2009 and pursuing his MBA at Norton since 2012. Moreover, he has also attended various local and oversea training program conducted by international professional training centers and CAMFEBA.