

# Cambodia team

Prioritized recommendation	Existing initiatives	Possible actions	
		what	who
<ul style="list-style-type: none"><li>Recommendation 3 (social dialogue). Consider to promote social dialogue in Cambodia</li></ul>	<ul style="list-style-type: none"><li>In PP SEZ (factory owner quarterly (Factory, MOLVT and Zone developer, discuss on the comply on the labor laws and regulation).</li><li>Labor inspection and meeting with worker's representative and factory owner</li></ul>	PP SEZ plan to formalize the social dialogue which including factory owner, worker's representatives, buyer, trade union and MOLVT.	MOLVT (secretariat role)

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<ul style="list-style-type: none"> <li>4,5 and 6, skills development and promotion</li> </ul>	<ul style="list-style-type: none"> <li>Probationary period 3 months</li> <li>Factory owner have its own training program to promotion scheme for worker</li> <li>Some Japanese owner in SEZ has its own training program</li> <li>PP SEZ provide soft skill training but not much</li> <li>GMAC has training program for middle manager</li> <li>Curriculum for</li> </ul>	<ul style="list-style-type: none"> <li>Review the internal regulation on human resource development for each factory</li> <li>Develop skill development in the investment plan.</li> <li>Working with GMAC and TVET to determine the skill development scheme for garment workers</li> </ul>	<p>MOLVT, TVET, GMAC, Trade union and Zone developer</p>

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<ul style="list-style-type: none"> <li>Provide functioning day care centers, the individual factories cannot provide this. Zone developers need to organize facilities that can jointly utilize.</li> </ul>	<p>20% of the factory owner in the zone has child care but no children.</p> <p>Employer provide allowance child care for female workers</p> <p>Lack of trust on child care provide by employers.</p>	<p>Additional survey should be done with female workers and employer in relation to the child care, especially for the zone developer.</p>	<p>MOLVT, GMAC and SEZ PP, NSSF, Ministry of Women Union, Labor Organization, Trade Union.</p>