



**PHNOM PENH**  
SPECIAL ECONOMIC ZONE

COMMITTED TO THE FUTURE

Workshop on  
“Jobs in SEZs: Promoting Gender-Sensitive Policies in the Mekong Region”

# Skills Development and Recognition

Centre Point Hotel Sukhumvit 10, Bangkok, Thailand

20-21 June, 2019

# INTRODUCTION OF PHNOM PENH SEZ





# Board of Directors



**TAN Kak Khun / Eric (Mr.), Chairman of the Board**

**Hiroshi UEMATSU (Mr.)**

**TAN Soeun Muoy / Janice (Ms.)**

**Hiroshi OTSUBO (Mr.)**

**Kenji TOYOTA (Mr.)**

**Tanate PIRIYOTHINKUL (Mr. )**

**HEM Sovath (Mr.)**

**KANG Weigeih (Mr.)**

## INCORPORATION

19 April, 2006  
under Sub-decree No. 33  
by the Royal Government of Cambodia

## CAPITAL

49 million US dollars

## MAIN SHAREHOLDERS

Lok Chumteav Oknha Lim Chhiv Ho 45.09%  
Zephyr Co., Ltd. (Tokyo, Japan) 14.17%  
JWD InfoLogistics Pcl.(Bangkok, Thailand) 10.44%  
Finansia Syrus Securities Pcl. 9.22%

# Phnom Penh SEZ Facts and Figures

**\$49M**

CAPITAL

**357Ha**

TOTAL SITE AREA

**92**

STAFF

**101**

TENANT

**\$611M**

FDI INVESTMENT

**49%**

JAPANESE COMPANY

**18,500**

WORKERS PER DAY

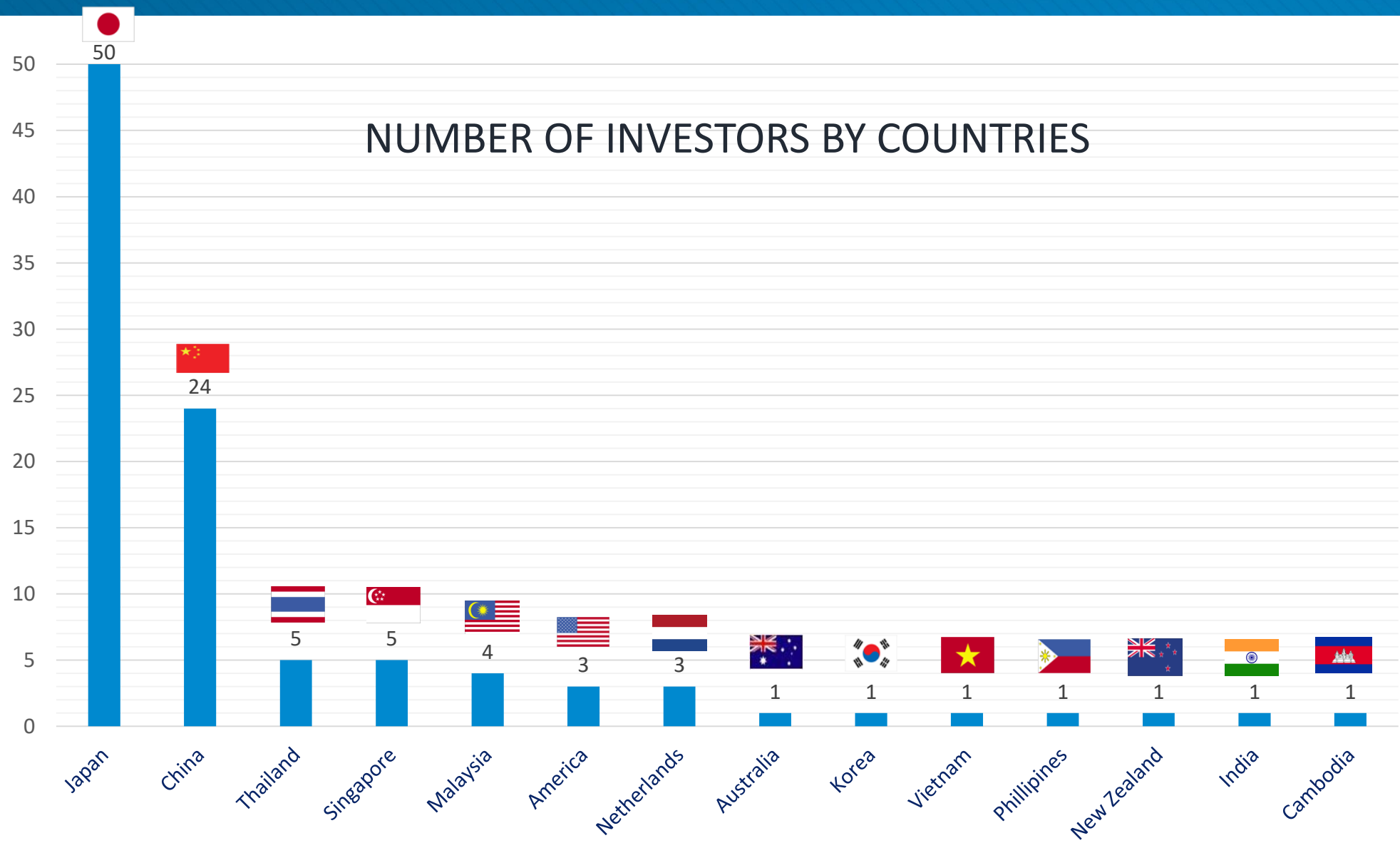
**80%**

FEMALE WORKER

**14**

INVESTOR NATIONS

# Investors in Phnom Penh SEZ



# International Corporations (Manufacturers)



Beverages manufacturing company from Singapore



Food processing company from Thailand



LAURELTON DIAMONDS

Subsidiary company of Tiffany&Co.



One of the biggest Agri-Business companies from China



# International Corporations (Non-Manufacturers)





# COMMENTS ON THE PRESENTATION





# Challenges – Skills Development and Recognition

## ❖ Worker

- Low Educated & Unskilled
- No career path / no instruction and guidance
- Work in comfort zone – Do not want any challenges

## ❖ Employer

- Want higher productivity but not Invest in People / Time
- Training program and promotion scheme are not in place



**PHNOM PENH SEZ**  
**JTECS**

**PREPARING YOURSELF FOR WORK**  
PRE-JOB TRAINING (PJ)

**WORK EXPERIENCE**

- Senior HR Manager, Phnom Penh SEZ Plc.
- Head of HR, DFI Lucky
- Head of HR Division, First Group (Holdings)
- HR Manager, Nautisco Seafood Manufacturing Ltd.
- Training Coordinator/Master Trainer, CAMFEBA

**QUALIFICATIONS**

- Master Degree in education, Concordia University, Nebraska, USA
- Bachelor Degree in TEFL, Norton University, Cambodia
- Bachelor Degree in English for Communication, Norton University, Cambodia

**For registration information, please contact:**

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**TRAINING FEE**  
\$30/person (excl. VAT)  
4 refreshments, 2 lunches,  
training materials and  
certificate of  
completion

**TIME**  
9:00 am - 4:00 pm

**PLACE**  
Phnom Penh SEZ  
training room

**TARGET AUDIENCE**  
New & employed  
workers

**DATE**

**1<sup>st</sup> GROUP**  
12-13 March 2018  
(two full days)

**2<sup>nd</sup> GROUP**  
26-27 March 2018  
(two full days)

# Challenges – Skills Development and Recognition



## 5S Implementation

As a certified trainer from TPA –Technology Promotion Association (Thailand-Japan), SUN Samoeun has broad knowledge and practical experience in human resource management, training, leadership, management and communication skills.

### WORK EXPERIENCE

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## ❖ Other Factors

- Limited access to skills training, esp. among the poor, migrants, school dropouts...et. The supply of training is not sufficient to meet the needs
- Lack of capacities to provide skills development opportunities to a large part of the population
- Quality of training suffers from constraints such as outdated curricula and older learning facilities
- Strong cooperation and support between private & public sector
- Due to technological change, workers are at risk of losing their jobs because of automation

# Suggestions...



- *Draft report: Job in SEZs*, verify some findings written in Chapter 3, #3.4.1: Phnom Penh Special Economic Zone (p.40-41)
- Invest in capacity building to get high productivity
- Identify current and future skills gaps and appropriate training needs
- Improve training quality to meet national and international market demand
- Get Involvement of all stakeholders in the process of skills development
- In response to technological change, all stakeholders: policy makers, employers, and training institutes need to work together to foster skills development and encourage further education among workers.





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**Thank you very much for your attention!**

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