



KINGDOM OF CAMBODIA  
Nation Religion King

*Ministry of Labour and Vocational Training*

*TVET Cambodia Strategies  
in Global Economic & Financial Crisis*

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## Introduction

Based on data collection of the Directorate general of Labour of the Ministry of Labour and Vocational Training in early November 2009, **there are 90 garment factories (36,045 employees - F: 32,035) closed**, 55 garment factories (31,683 employees - F:28,732) suspended, and **47 garment factories (12,711 employees - F: 11,464) new opened**.

The Royal Government of Cambodia responded quickly with an effective decentralized retraining strategy for unemployment, based on a substantial body of experiences in skill development.

Using this experiences, starting in late May 2009, over 10,000 unemployed and dislocated workers were retrained and given new opportunities.

*Source: Directorate General of Labour, early Nov. 2009*

### *2.1 The Samdech Akka Moha Sena Padei Techo the Prime Minister's Special Fund*

## Objectives

1. Providing the minimize of social net (food & accommodation) to whom are unemployed, and out-of-work youth,
2. Improving productivities and creating the jobs (conducting skills training, entrepreneurship training, and providing micro credit).

## Strategy 1: Develop a rapid response training model respond to employment crisis

- There are 38 public TVET institutions spread over 24 provinces of Cambodia.
- Since 2004, the institutions have been learning community responsive TVET through a unique community based program.
- Since 2005, the institutions have been learning how to mobilize local skill training resources to respond to local need.
- By 2008, the national TVET trainer network had a model respond to unemployment crisis.

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### Strategy 2: Link skill development, training to local conditions

- Invest in community based participative planning to identify real opportunity with real employment possibilities.
  - In 2008, the Ministry of Labour and Vocational Training had a retraining mechanism in place through a highly decentralized delivery process.
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### Strategy 3: Select target group most affected by the crisis

The target groups selected were:

- Recently unemployed women/men from the garment, tourism industries and construction, etc.
  - Out-of-work youths.
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**Strategy 4: Disperse the training to the provinces to attract unemployment out of the cities**

- Over 80% of population is rural. Most opportunities for self employment are in the rural areas. Therefore, we can use all available and qualify training providers to offer training in all provinces.
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**Strategy 5: Promote and train for self employment**

- Linked training to micro credit provision, because every trainee has experiences of at least one module in micro enterprise development and self employment, designed and delivered by competent trainers. Especially it was added one week course on entrepreneurship after finish the skill training.
  - Directorate General of TVET, the Ministry of Labour and Vocational Training has a self employment generation fund to help graduates start their own business.
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### Strategy 6: Provide a food and accommodation allowance to trainees

- Most trainees depended on their wages for survival and often their family did too. So we provided:
    - 4,000 Riels for food per day per trainee,
    - 40,000 Riels for accommodation per month per trainee.
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### Strategy 7: Provide training length enough to develop marketable skills

- Basic entry level or self employment skills in construction, home wiring, small engine, pump repair, and most other trades, 4 months “on the skills ladder”.
  - For farm based skills, 1 month can add a range of new income producing skills.
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**Strategy 8: Link all trainings to the TVET system and employment**

- The special fund must be a first step on TVET career ladder and open the world of future opportunities. Introduce Life Long Learning.
  - The fund is linked to a major expansion of both formal and informal TVET.
  - The fund is also linked to a new series of job centers being piloted with ILO support.
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**Strategy 9: Use training activities as an opportunity to expand the network of training providers**

- The growing demand for skills as well as future employment crisis means that now is the time is:
    - (i) expand the training network,
    - (ii) develop TVET institutions to work with communities and to
    - (iii) respond to demand for real and decent jobs.
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### Strategy 10: Learn and improve

- Planning nationally and responding locally is a good strategy for training and retraining the unemployed.
- Will be able to expand staff development to all TVET institutions to identify employment and self employment opportunity working with provincial and commune authorities.
- Will be able to expand private sector participation.
- Will be able to prepare for the next crisis.

## *2.2 Improving labour market information*

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### Strategy 1: Strengthen LMI system

- Proceeding the Sub-technical committee of LMI, National Training Board.
  - Connecting data collection system of the Department of LMI, the Ministry of Labour and Vocational Training to all provinces.
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### Strategy 2: Establish Special Agencies

- Establishing the National Employment Agency (NEA),
  - Currently the Ministry of Labour and Vocational Training had cooperated with ILO (TA & Resources) to setting up **2 Job Centers** (located in the National Technical Training Institute and another one is in the Polytechnic Institute of Battambang province), and this year, we will set up some more provinces.
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### *3.1 Postponing Industrial & enterprises closing*

#### Strategy 1: Contribute the budget supporting

- The government has been contributing payment 0.3% in among of 0.8% (total monthly wage of worker) to help the garment and footwear enterprises to the National Social Security Fund from 2009-2010.
- The government has been continuing to suspend monthly tax payment 1% is until the year 2011.

## Strategy 2: Reduce problems/issues

- Cutting down benefit conflicts between employees and employers,

The Department of work conflict and the Department of labour inspection of the Ministry of Labour and Vocational Training has moderated negotiating between employers and employees.

## *3.2 Creating jobs and exporting manpower*

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### Strategy 1: Develop enterprises

- Promote SME, micro enterprises and handcrafts,
  - Encourage a consultation process, PPP that enhancing employment,
  - Provide training, micro credit, and counseling services that are involved and affordable for small enterprises including women entrepreneur,
  - Organize trade fairs to open market networks and encourage enterprise development,
  - Promote trade policies and encourage skill development,
  - Broaden the export productions,
  - Etc,
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### Strategy 2: Strengthen migration for employment in abroad

- Develop migration policies and bilateral agreements,
  - Take measures anti-trafficking,
  - Select and assess recruitment agencies for export manpower
  - Develop capacity building manpower (language, basic instruction, etc.)
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*Thank You  
Very Much For Your  
Attention*