

Activities



Enhancing Inclusive Social Protection and Decent Work for Women Workers in Cambodia

Project Objective

The project aims to meaningfully engage in and facilitate leadership of women workers in the informal and formal economy on the decent work agenda including claiming their rights at work and inclusion in social protection.

What is Decent Work?



Funded By



Australian NGO Cooperation Program
Budget: AUD 300,000.00

Implemented By



Expected Participants

3000 participants annually

The project target group:

- Garment workers, Beverage factory workers,
- Service providers, Gas station workers
- Entertainment workers (workers in KTV, massage parlours and restaurants)
- Private Sectors
- Street vendors
- Tuktuk drivers and transportation workers
- Waste pickers
- Domestic workers
- Relevant Stakeholders



Strategic issues to be addressed:

Context:

The Cambodian economy is heavily reliant on the garment and textile industry, which contributes more than a third of the country's GDP and employs almost one million workers of which nearly 90 per cent are women. Despite the centrality of the industry to Cambodia's economy, working conditions are poor, with low wages, unfair dismissals and widespread gender discrimination and harassment.

A study undertaken by ActionAid in 2021 found that almost all surveyed garment workers were earning below a living wage. There have been COVID-19 job losses and salary reductions, with only 10% of workers receiving social protection support through the National Social Security Fund. These factors resulted in 89% of surveyed workers reporting that their household had run out of money for food since the pandemic began and almost half had taken on additional loans to cover basic household costs.

A Living Wage

for a worker and their family should provide:



Key Areas



COVID-19 has had a detrimental impact on working conditions and rights at work with 56% of surveyed workers reporting that their rights at work had worsened since the pandemic hit, while almost half of women workers reported experiencing violence or harassment in the workplace.

Whilst Cambodia has 15 labour inspectors responsible for Occupational Health and Safety inspection, there are issues of safety and working conditions that need to be addressed and the implementation of the law needs to be strengthened. Workers need to receive information and be adequately protected and allowed collective bargaining and negotiation.

This project will build all workers' (particularly women) knowledge and capacity to advocate for policy and practice reform at the factory and government level to improve wages, labour rights working conditions and access to social protection for workers. There will be deliberate inclusion of workers with disabilities in all project activities, monitoring and evaluation.



Project Outcome

Outcome 1

All workers (particularly women and workers with disabilities) are mobilised and increase their knowledge on relevant laws and policies. Worker unions in target workplaces, women leaders/core groups are organised and mobilised to engage and influence employers and government (using evidence).

Measurable Indicator

5

Workers Unions are functioning in workplaces

75

Women Core Group engage in advocacy action

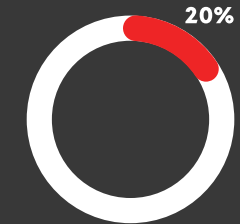
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Advocacy Actions taken by women and men (including workers with disabilities) workers in the formal and informal sectors

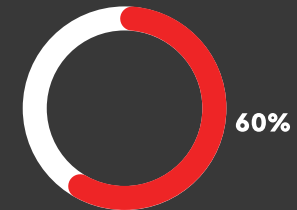
Outcome 2

All workers (and particularly women and workers with disabilities) empowered and engage in policy dialogues on better working conditions and social protection schemes. Among the 1500 target workers and at least 60% of their leaders/core groups members will engage in actions toward better working conditions and inclusion in the government social protection system.

Measurable Indicator



20% of target workplaces/factories revise their policy to ensure better conditions for workers. Relevant state actors, especially the Ministry of Labour acknowledge gaps and take positive action on issue and solution raised by women workers.



At least 60% of 75 women leaders/core groups members engage in (evidence-supported) advocacy actions for workers in both formal and informal economy