

# CAMBODIA



AMY Map by Boyet Rivera III

## A. Total Stock (Number) of Migrants, as of 2005

MIGRANTS ABROAD		
<b>ESTIMATED STOCK: MIGRANTS OUTSIDE THE COUNTRY</b>		
<b>TOTAL</b>		
<b>a. By visa status</b>	Documented migrant workers*	-
	Emigrants/residents	-
	Undocumented migrants**	-
	Refugees***	17,806
<b>b. By sex</b>	Male	-
	Female	-
<b>c. Top destination countries</b>	1. Thailand - 182,007	6.
	2. Malaysia	7.
	3. South Korea	8.
	4.	9.
	5.	10.

MIGRANTS IN CAMBODIA		
<b>ESTIMATED STOCK: MIGRANTS IN THE COUNTRY</b>		
<b>TOTAL</b>		
<b>a. By visa status</b>	Documented migrant workers*	-
	Emigrants/residents	-
	Undocumented migrants**	-
	Refugees***	226
<b>b. By sex</b>	Male	-
	Female	-
<b>c. Top countries of origin</b>	1. Vietnam - 150,000 up	6.
	2. China	7.
	3.	8.
	4.	9.
	5.	10.

\* Non-resident, temporary, or contract workers.

\*\* Includes illegal entrants, overstayed or "jumped" visas, trafficked/smuggled people

\*\*\* As defined by the government, or in accordance with the UN refugee convention.

## B. Annual Socio-Economic Data and Migration Flow

Annual indicators	2005	2004	2003	2002	2001	2000
Population (million; mid-year estimate)	13.607		14,144.00	12.78	12.49	12.20
% population below poverty line		40.00				
% population living in rural areas					82.5	
Economic growth: real GDP (%)	4.0	5.4			6.3	7.7
Per capita GDP (US\$)			315		278	237
Per capita GDP: purchasing power parity (US\$)	2,100	2,000			1,860	
Inflation rate: CPI (%; annual ave.); capital city only	4.5				(0.6)	(0.8)
Exchange rate (KHR per US\$; annual ave.)	4,098	4,016	3,973	3,895	3,918	3,841
International reserves (US\$ million; yearend)					586.80	501.7
Foreign direct investments: actual (US\$ million; yearend)						125.70
Trade balance (US\$ million; yearend)						
Foreign (total external) debt (US\$ billion; yearend)			0.800	<china write-off>	2.357	
Foreign (total external) debt as % of GNP						74.3
Budget balance (US\$; yearend)						
Budget deficit as % of GDP						
Labor force (million)			7.0			
Women as % of labor force			52.0			
Number unemployed						
Unemployment rate (% of labor force)			1.8			2.5
Underemployment rate (% labor force)						
Women unemployment rate (% of labor force)			2.2			
Average income: urban (US\$/month)				52		
Average income: women (US\$/month)						
Adult literacy rate (% of age 15 & above who can read/write)		73.6			68.7	68
Net migration rate (net # of migrants per 1,000 popn)	0.00			0.0		0.0
Annual outflow/deployment of MWs						
% women in the annual outflow						
Annual inflow of MWs						
% women in the annual inflow						
Annual migrants' remittance (US\$ billion/yr)						
Reported # of migrant deaths during the year						
Estimated # deported during the year						
Jailed/detained during the year						
HIV/AIDS adult prevalence rate (adult PLHA as % of adult popn)		2.60		2.70	2.00	
# People living with HIV/AIDS (thousand)			170			
# AIDS deaths during the year (adults+children)			15,000			
Cumulative #: HIV/AIDS cases among migrants (living+died)						

CIA World Factbook, UN/ILLO/UNDP statistical yearbooks/websites.

AMC Information Bank



Photo courtesy of MMN

Young Cambodian people leave for Thailand in search of work. Prey Veng, Cambodia

## CAMBODIA

*This report was compiled with the assistance of information provided by the Mekong Migration Network.*

### Political and Economic Update

With a coalition government finally in place by July 2004, the country had hopes that its unwieldy government would begin tackling the many issues facing the poverty-stricken country. It certainly had a great deal to catch up on, after almost a year stuck in limbo with only a caretaker government and no functioning parliament. The country continues to grapple with problems that appear to be worsening, including increasing numbers of farmers dislocated by land sales or concessions, rising infant mortality rates, the large wealth gap, economic losses and potential loss of jobs due to the termination of the Multi-Fiber Agreement (MFA), stagnation in agriculture,

decreasing foreign direct investment (FDI), moving forward on the Khmer Rouge trials, and more and more outcry about the seemingly ubiquitous corruption.

Cambodia, a recipient heavily dependent on foreign aid, has long made zealous pledges to fight corruption and increase transparency in response to donors' stipulations. Unfortunately, there are continued reports that corruption is a well-established part of Cambodian life, with a US study estimating that around USD500 million of public funds is lost to corruption every year in Cambodia.<sup>1</sup> The large, expensive new government created as a by-product of the compromise to form the coalition will most likely exacerbate the situation. Many predicted that such a large government would be inefficient, slowing down any reforms it tries to carry out, and increasing the expense of maintaining itself particularly in proportion to Cambodia's poverty.

In February 2005, however, Prime Minister Hun Sen announced that civil servants' wages would be increased in attempt to fight corruption,

as part of a long list of proposed changes. It has also been reported that the government has plans to pass anti-corruption legislation. In response to the increasingly intense criticisms from international investors and donors about the heavy costs of corruption on doing business in Cambodia, Hun Sen announced measures to cut fees and registration costs, trying to create a more favorable environment for investors in response to the decreasing FDI. Pro-business measures sometimes appear a little too closely linked to government personnel, however, and in the case of land concessions, may occur at the expense of the poor.

The privatization of agriculture and logging lands, as well as land-grabbing, is becoming increasingly widespread, leading to social unrest. 85% of the people live in rural areas, and 75% of those are subsistence farmers. The government is granting large portions of land to corporations/groups in the form of concessions or long-term leases, and it is speculated that some of these companies have close ties with government or military officials. Demonstrations by dislocated farmers made headlines throughout the year, as the government appears to be taking a harsh line against villagers or others who dare to speak out. In July 2005, the government prevented a minority group from marching in protest of a land concession the group claimed infringed on their lands. A policeman trying to apprehend a man who was suspected of attempting to kill a land rights proponent was himself shot and killed. Activists investigating property destruction in preparation for the construction of a road by local officials without the agreement of local landowners were prevented from carrying out their work, and detained for hours. In November, villagers demonstrating against the loss of their land were shot at, injuring several protesters; it was also reported that a hand grenade was thrown in the middle of the crowd. In June 2005, Hun Sen announced a moratorium on land swaps, but it is unclear

what effect that pronouncement has made.

Unfortunately, instead of attempting to improve the quality of life of its citizens, the new government occupied itself with quelling opposition and cracking down on critics; as of December 2005, four critics of the government were in jail, others had fled the country and many more intimidated from speaking out. The highly publicized case of Sam Rainsy gained international attention. Sam Rainsy, leader of the eponymous party, and two of his party members came under attack by the new coalition government. Defamation charges were brought against Sam Rainsy, alleging that he had accused the government of plotting to kill political rivals. The National Assembly then overturned immunity laws, stripping them of their official immunity. Sam Rainsy left the country soon thereafter; one of his party members who remained in Cambodia was arrested, found guilty and imprisoned. Sam Rainsy was ultimately tried in absentia, found guilty of defamation and sentenced to 18 months in prison.

Arrests and defamation charges were not limited to Sam Rainsy and his party; charges were brought against other government critics as well. A series of arrests during the year showed the government was broadening its crackdown on criticism. In October, independent radio station owner and director Mam Sonando was arrested and charged with defamation, disinformation and incitement for a program discussing the controversial Cambodia-Vietnam border treaty. A month earlier, an NGO staff was sued for disinformation after appearing on a radio program and discussing a land dispute. In December 2005, two more activists were arrested. Ken Sokha, leader of the Cambodian Center for Human Rights, as well as rally organizer and president of the Community Legal Education Center Yeng Virak, were also targeted by the government in relation to a banner displayed by the group at International Human Rights Day. This trend caused alarm to UN representatives in the country and the

### KHMER MIGRANTS DEPLOYED TO SOUTH KOREA, 2003-2006

Year	Total			Factory <sup>a</sup>			Agricultural <sup>b</sup>			Fishing <sup>b</sup>		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
2003	756	638	118	756	638	118	-	-	-	-	-	-
2004	674	516	155	598	443	155	76	76	-	-	-	-
2005	468	432	36	341	305	36	100	100	-	27	27	-
2006	566	508	58	554	496	58	12	12	-	-	-	-
Total	2464	2097	367	2249	1882	367	188	188	-	27	27	-

Source: "The Statistics of Khmer Migrants to Abroad by MoLVT" (as found in Lee, see source 3, last accessed at: <http://www.unescap.org/esid/GAD/Events/RegSem22-24Nov06/Papers/ChenChenLee.pdf>)

a Figures for this category are from International Manpower Cambodia Co., Ltd.

b Figures for agriculture and fishing are from NH Manpower Limited.

international donor community. UN envoy Yash Ghai, who visited Cambodia upon the arrest of Sam Rainsy party members, bemoaned the steady deterioration in human rights protection and democratic practices.<sup>2</sup>

Human development indicators paint a grim picture of life in Cambodia. Life expectancy at birth is only 54 years, and malnutrition is widespread. Infant mortality rates, which had dropped from 115 per 1,000 births in 1993 to 89.4 in 1998, were still much higher than neighbors Vietnam and Thailand, who have rates around 40. Instead of furthering its progress, Cambodia's rate went back up in recent years to 97. Education and literacy rates remain low, while the wealth gap between the urban elite and the poor rural masses remains high. Meanwhile, the country's economy remains heavily dependent on foreign donors, which subjects Cambodia to the mandates of donors who continue to impose neoliberal policies such as opening markets and privatization. While some measures such as anti-corruption laws are widely seen as desperately needed, others may unduly benefit foreign investors at the expense of the local economy. With the coalition government formed, Cambodia was finally able to formalize its entry to the WTO.

One of Cambodia's biggest economic worries related to its garment industry, upon which its economy is heavily dependent and employs over

a quarter of a million people. The termination of the MFA, which guaranteed Cambodia a certain proportion of market share through the quota system, led to fears that without quota protection, Cambodia's garment sector would be unable to compete with competitors such as China and Vietnam, leading to heavy economic and job losses in the industry. Through the end of 2005, however, these fears were not realized for the most part. Multinational corporations seeking to diversify their production base reportedly viewed Cambodia as a preferable location because they viewed conditions in Cambodia's garment factories and labor laws as relatively good, which also made them favorable to avoid allegations of running sweatshops overseas. This led to hopes that Cambodia would be able to keep its industry alive in this niche, although some labor activists warn that labor rights could be eroded if some garment factories attempt to make their prices more competitive by cutting costs through lower wages and workplace conditions. According to the CIA World Factbook, the Cambodian economy shot up to 13.4% in 2005, compared to the 5.4% growth rate in 2004.

#### Migration Update

Cambodia is both a sending and receiving country for migrant workers. Migrants entering



Photo courtesy of MMN

An informal border pass among many others with no local authorities or police station, which allow easy crossing back and forth from Cambodia and Vietnam. Kampong Roar district, Svay Reang Province. 17 May 2006.

the country are mostly from Vietnam, China, Lao PDR and Thailand, while the primary destination for Cambodian migrants overseas is Thailand.

### ***Migrants in Cambodia***

Vietnamese comprise the largest group of migrants in Cambodia, including a large community of Vietnamese who have lived in Cambodia for several generations as well as temporary migrant workers. A number of the long-term migrants own small businesses and employ newly arrived Vietnamese migrant workers, particularly as craftsmen. More in-depth information about the three main groups of Vietnamese, i.e. fishermen, small business owners, and hired laborers including sex workers can be found in *AMY2004, Resource Book: Migration in the Greater Mekong Subregion*, and other publications. In particular, numerous studies have been conducted on the issues and needs of Vietnamese sex workers living in Svay Pak, Cambodia. Although Vietnamese migrant workers in some sectors are said to be better paid than their Cambodian counterparts, Vietnamese migrant workers

in Cambodia continue to face issues such as discrimination, language barriers, unsanitary living conditions, limited access to health care, legal documentation for themselves and their children, deportation and corrupt police and border officials.

### ***Cambodian Migrants Overseas***

Poverty, debt, and lack of land, jobs and economic opportunities remain as major push factors for Cambodians to migrate overseas. Life in many rural villages has become unsustainable, forcing villagers to migrate to other areas within the country or abroad for survival. These factors are well-documented in repeated studies: most would-be migrants lack viable alternatives to migration. As addressing push factors may require substantial structural change, however, many NGOs are focusing their efforts on providing information on the realities of migration so that migrants will at least be able to make informed decisions.

Cambodia currently has inadequate migration policies; its main policy document, Sub-decree 57 on “The Sending of Khmer Worker to Work Abroad”, is outdated and primarily provides

## Cambodia Significant Events July 2004 - December 2005

### 2004

#### July

Prime Minister Hun Sen forms coalition government with FUNCINPEC; Prince Norodom Ranariddh, president of the FUNCINPEC party, becomes Chairman of the National Assembly.

**(13)** The International Organization for Migration partners with Cambodian Ministry of Women's and Veterans' Affairs to coordinate a three-year counter-trafficking awareness campaign. They plan to target six provinces each year.

**(29)** 77 Vietnamese fishermen suspected of being undocumented migrants were arrested by Cambodian authorities.

#### August

**(31)** Cambodian Parliament unanimously ratifies Cambodia's entry into the WTO.

#### October

Norodom Sihamoni becomes successor to the throne after King Norodom Sihanouk abdicates.

Opposition leader Sam Rainsy goes into self-exile in France after the National Assembly overturned immunity laws, in effect stripping him of protection.

#### November

Six people are wounded by grenades during a peaceful demonstration by hundreds of villagers against forest clearing in Pursat Province.

#### December

The United States, Japan, the IMF and the UN, promises to provide Cambodia with US\$100 million in aid in 2005. Cambodia depends on international aid for almost half of its national budget.

**(8)** The 93 women who were brought to a shelter by Cambodia's Anti-Human Trafficking and Juvenile Protection Department from what was believed to be a brothel were reportedly abducted again by hired gunmen. Local officials are suspected of colluding with

international crime rings.

### 2005

#### January

More than one hundred garment factory workers are injured by police during a strike of two thousand workers from the MSI Garment Factory.

#### April

The UN and the Cambodian government raise an estimated USD56.3 million to carry out a proposed three-year tribunal to try surviving Khmer Rouge leaders.

#### June

A Thai court sentences Khun Thea to 85 years in prison for trafficking Khmer girls. Evidence of forced prostitution was gathered through several Cambodian women, who testified in Bangkok.

#### October

**(11)** Independent radio station owner and director Mam Sonando is arrested for interviewing Sean Pengse, President of the Paris-based Cambodia's Border Committee, regarding the controversial Cambodia-Vietnam border treaty.

#### December

Chea Sokhom, gang leader who took 28 children hostage on 16 July, is sentenced to life imprisonment.

Sam Rainsy is sentenced to 18 months in prison while in exile.

**(31)** Kem Sokha, leader of the Cambodian Center for Human Rights, and Yeng Virak, president of the Community Legal Education Center, are arrested for banners displayed on International Human Rights Day.

*Sources: Scalabrini Asian Migration News, BBC, UNESCAP, AlertNet, Human Rights Watch*



Photo courtesy of MMN

A number of Cambodian migrants are employed as fishermen or in the fish processing industry. Takuapa, Thailand, 2006

guidelines for the recruitment process and the interaction between licensed recruitment agencies and the Ministry of Social Affairs, Labour and Veterans Affairs. Implementing rules are notably lacking, as are adequate protections for migrant workers. There are also no or insufficient labor attaches in Cambodian embassies in countries where there are large numbers of Cambodian migrants. Without enforcement inside Cambodia or assistance to migrants abroad, the rules provide little practical benefit. Currently, MOUs between Cambodia and receiving countries generally provide further implementing details, and sometimes provisions for protecting migrant workers, such as the MOU between Thailand and Cambodia, which guarantees migrant workers protection under Thai labor laws. More information about Cambodia's regulations and MOUs is described in IOM's "Review of Labor Migration Dynamics in Cambodia".

Thailand remains the most popular destination for migrant workers, followed by

Malaysia and South Korea. As of October 2005, there were 182,007 registered Cambodian workers in Thailand, where they held jobs in fisheries, agriculture, construction and domestic work, among others. Their multiple vulnerabilities to exploitative conditions such as dangerous working environment, nonpayment of wages, discrimination or fear of arrest or deportation are described further in Thailand Country Report on p.309.

Beginning in January 2005, Cambodia worked on carrying out its obligations under the MOU it signed with Thailand in 2003 on the management of labor migration. The government tasked a newly-established working group to carry out Cambodia's obligation to verify and issue travel documents for Cambodian migrants currently in Thailand. As of June 2005, the government confirmed the citizenship of 74 Cambodian migrant workers, while three were denied.

A number of Cambodians are also working in Malaysia and South Korea. While estimates

### KHMER MIGRANTS DEPLOYED TO MALAYSIA, 1998-2006

Year	Total Number			DW <sup>a</sup>	Migrants for HRD Factory <sup>b</sup>		
	Total	Male	Female	Total	Total	Male	Female
1998	120	-	120	120	-	-	-
1999	86	-	86	86	-	-	-
2000	502	307	195	82	420	307	113
2001	846	342	504	393	453	342	111
2002	1049	246	803	437	612	246	366
2003	573	73	500	500	73	73	-
2004	809	105	704	582	227	105	122
2005	1776	467	1309	1008	768	467	301
2006	895	267	687	497	362	172	190
<b>Total</b>	<b>6,619</b>	<b>1,807</b>	<b>4,908</b>	<b>3,705</b>	<b>2,914</b>	<b>1,712</b>	<b>1,203</b>

Source: "The Statistics of Khmer Migrants to Abroad by MoLVT" (as found in Lee, see source 3, last accessed at: <http://www.unescap.org/esid/GAD/Events/RegSem22-24Nov06/Papers/ChenChenLee.pdf>)

<sup>a</sup> Figures for domestic workers are from the following recruitment agencies: Cambodia Labour Supply Pty., Ltd, Phillimore Cambodia Co., Ltd, MLC Labour Supply Company, Human Resource Development Co., Ltd, RTH Central International Co., Ltd, OSM Group Co., Ltd, and Quata Human Resources Co., Ltd.

<sup>b</sup> HRD refers to the recruitment agency Human Resource Development Co., Ltd.

vary as to the total number of Cambodian migrant workers in Malaysia, official figures from the MOLVT indicate there are currently 6,619 documented workers in the country. The majority of these are women employed as domestic workers; women are also employed in factories, along with their male counterparts. More information about the issues and needs of migrants in Malaysia can be found in the Malaysia Country Report on p.205.

South Korea's changes in migration policy will now allow migrant workers to seek employment under the new Employment Permit System (EPS) rather than its Trainee System, which is to be phased out. Migrant workers deployed under EPS will have greater rights entitlement and protection than "trainees". Under the EPS, the South Korean government will enter into MOUs with qualifying sending countries. More information about issues and needs of migrants in South Korea is detailed in the South Korea Country Report.

Irregular or short-term Cambodian migrants also go to Vietnam; some go to beg for short

### KHMER MIGRANTS DEPLOYED TO SAUDI ARABIA, 2005

Domestic Workers <sup>a</sup>			
Year	Total	Male	Female
2005	34	-	34

Source: "The Statistics of Khmer Migrants to Abroad by MoLVT" (as found in Lee, see source 3, last accessed at: <http://www.unescap.org/esid/GAD/Events/RegSem22-24Nov06/Papers/ChenChenLee.pdf>)

<sup>a</sup> Figures for domestic workers sent to Saudi Arabia are from Accept Group Co., Ltd.

periods of time, while others cross the border for a day-trip to conduct business. People in Svay Reang near the border may go to Vietnam for the day to buy goods, sell produce, or do short-term manual work at a construction site or a farm. There are also small networks of Cambodians who travel to Ho Chi Minh City to beg. One village leader reported migrants from his villages would generally stay there from two weeks to a month, and sometimes returned with enough money to buy farm equipment or even animals.





Photo courtesy of MNM

A large number of Vietnamese people have resided in Cambodia for generations. One of the common sectors in which Vietnamese migrants engage is fishing, and many live in floating houses such as above. Kaoh Thum District, Kandal Province, June 2006.

## Responses

### *Government and IGOs*

Addressing one of the factors involved in migration, in September 2005 the Cambodian government passed new legislation, the Law on the Prevention of Domestic Violence and the Protection of Victims. Despite the new law, some rights groups criticize the legislation for its legal uncertainty, pointing out entrenched problems such as legal interpretation and corruption. Even with the new law in place, deeply entrenched gender and cultural stereotypes may be additional obstacles to the law's effectiveness, hurdles to the recognition and reporting of domestic violence. It has been reported, however, that the government is addressing this problem, and is in the process of drafting a plan of action for an information campaign on the law, targeting judges, law enforcement officials and the general public. Prevention, counseling, and rehabilitation are also to be emphasized in the campaign.<sup>3</sup>

The government is also reviewing a draft of its proposed Law on Human Trafficking and Sexual Exploitation; the draft is long overdue, however, considering human trafficking has

long been recognized as a severe problem in Cambodia. Delays related to the passing of the law do little to counteract the appearance the government does not prioritize the issue. Further, the efficacy of such laws are in question in light of incidents such as what occurred at a shelter run by Agir pour les Femmes en Situation Precaire (AFESIP) in December 2005, where sex workers who had been rescued during a brothel raid were abducted from the NGO shelter by armed men; the police did nothing. As with the Law on the Prevention of Domestic Violence and the Protection of Victims, problems with corruption, police and judicial enforcement, may pose part of the larger problem.

In 2004, the National Aids Authority set up a Mobility Working Group on HIV/AIDS; the multi-sectoral group includes pertinent government ministries, UN agencies such as UNAIDS, and NGOs. This is a result of the government's recognition of migrants as a vulnerable group, and seeks to concert efforts and increase capacity for HIV/AIDS among migrants in Cambodia.

The government works closely with many IGOs in areas related to migration – not only

the usual areas of trafficking and HIV/AIDS prevention, but also in migration-specific areas. IOM works to train government officials and build capacity in creating and implementing migration policy. It conducted a “Workshop Series on Implementation of the Cambodian-Thai MOU on cooperation in the Employment of Workers” in cooperation with ILO/IPEC to help officials understand and identify ways to carry out the terms agreed to in the MOU. IOM’s “Capacity Building on Labour Migration Management” project aims to assess the existing migration policy and assist the government to develop a comprehensive migration strategy. IOM also continues to carry out its Labor Migration Information System to facilitate migration by strengthening administrative capacity; in addition, it carries out anti-trafficking efforts and a program related to migrants’ health.

The Ministry of Women’s and Veterans’ Affairs has long been carrying out anti-trafficking efforts, collaborating with UNIAP, as well as with IOM since 2000 to carry out its counter trafficking project entitled Prevention of All Forms of Trafficking in Women and Children.

### NGOs

Organizations such as the Cambodian Women for Peace and Development (CWPD), Cambodian Human Rights and Development Association (ADHOC), the Cambodian Human Rights Task Force, Cambodian Labor Organisation (CLO), Cambodian Women’s Crisis Center (CWCC), CARAM Cambodia, KHEMARA, Khmer Kampuchea Krom Human Rights Organization (KKKHRO), Legal Support for Children and Women (LSCW), Overseas Vietnamese Association, the Program for Appropriated Technology in Health (PATH) Cambodia, and Women and Youth Action work through the Mekong Migration Network (MMN) on migration-related activities, including joint research.

PATH Cambodia and Thailand show the film entitled “No Home Too Far” about the realities

and potential risks of migration, including HIV/AIDS. The film is part of its PROMDAN (border) project to educate migrants about the spread of HIV/AIDS, in collaboration with CWPD and the Center for AIDS Rights in Thailand. The film is being shown in both Cambodia and Thailand, and according to the NGO, around 60,000 people have seen the film thus far.

LSCW provides legal support for women and children who were victims of trafficking, and has conducted research on migration-related issues in Koh Kong, Cambodia. In mid-2005, LSCW established the Migrant Support Project, which entails training authorities on trafficking issues and migrants’ rights, among other activities.

### Endnotes

- <sup>1</sup> “Cambodia Pressed Over Reforms, *BBC News*, 6 December 2004. Last accessed at: <<http://news.bbc.co.uk/1/hi/world/asia-pacific/4071127.stm>>.
- <sup>2</sup> Guy De Launey, “UN Envoy Sounds Cambodia Alarm”, *BBC News*, 5 December 2005. Last accessed at <<http://news.bbc.co.uk/go/pr/fr/-/1/hi/world/asia-pacific/4500014.stm>>.
- <sup>3</sup> “Women’s Anti-Discrimination Committee Considers Cambodia’s Report; “Code of Conduct”, Trafficking, Quotas among Issues Addressed”, *United Nations Information Service*. Last accessed at: <<http://www.unis.unvienna.org/unis/pressrels/2006/wom1530.html>>.

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1. *BBC News*
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3. Lee, C, “Female Labor Migration in Cambodia”, [www.unescap.org](http://www.unescap.org). Last accessed at: <<http://www.unescap.org/esid/gad/Events/RegSem22-24Nov06/Papers/ChenChenLee.pdf>>.
4. Maltoni, B, “Review of Labor Migration Dynamics in Cambodia”, *IOM* (2006). Last accessed at: <<http://www.iom-seasia.org/resource/pdf/LMReport26OCT.pdf>>.
5. Mekong Migration Network and Asian Migrant Centre, *Resource Book: Migration in the Greater Mekong Subregion*, 2005.
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