



## Summary

In 2009, the Cambodian Ministry of Labour and Vocational Training (MoLVT) submitted a request to IOM to provide technical assistance by developing a pre-departure manual on safe migration together with three country specific booklets covering selected destinations for Cambodian labour migrants (Thailand, Malaysia and Kuwait).

The purpose of this safe migration orientation manual is to promote safe migration and reduce the potential vulnerability of labour exploitation, sexual exploitation and human trafficking by providing accurate and relevant information to prospective outbound migrant workers.

In response to this request, the IOM Mission in Cambodia used the 1035 Facility Fund to develop a pre-departure manual to be utilised by organisations and agencies involved in labour migration.

## Background

According to the ILO more than 23,000 Cambodian migrants have been legally recruited to work overseas since 1998. The migrants are attracted to countries such as



Pre-departure training for Cambodian labour migrants  
Photo: IOM

## STRENGTHENING SAFE MIGRATION AND HIV/AIDS EDUCATION AND LIFE SKILLS AMONG CAMBODIAN OUTBOUND MIGRANT WORKERS AND THEIR FAMILIES

Thailand, Malaysia, Korea, and Singapore, that have an increased need for low-skilled workers and offer higher salaries. Prospective labourers from Cambodia often come from the low-skilled sectors and thus, most likely to have received little or no formal education. Therefore, they may be ill equipped to confront major problems and cases of exploitation or abuse while abroad. Furthermore, the type of work they engage in coupled with the general low status of migrant workers are likely to make them more susceptible to discrimination, including xenophobia.

In order to protect and empower the growing numbers of migrant workers, the Government of Cambodia has developed a number of policies, which regulate labour migration. One of these is the Prakas 108 on "Education of HIV/AIDS, Safe Migration and Labour Rights for Cambodian Workers Abroad", which promotes pre-departure training for migrant workers. For this purpose IOM was requested by the Government of Cambodia to design and develop a pre-departure manual that could be

used during training and orientation of prospective migrant workers about to leave Cambodia to undertake jobs in Malaysia, Thailand, or Kuwait (destination for which a bilateral agreement was recently signed).

## Objective

The overall objective of the project was to develop an orientation manual on safe migration and three booklets (with country specific information), for documented migrant workers bound for Thailand, Malaysia and Kuwait in both English and Khmer.

## Outputs

The project had the following outputs:

- 1) One safe migration orientation manual that deals with the complete cycle of migration from pre-departure to return and reintegration;
- 2) Three country specific orientation booklets for Kuwait, Thailand and Malaysia;

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- 3) A consultative workshop was organised for 80 stakeholders from the government, civil society and private sector to give feedback and comments on the safe migration orientation manuals before finalization.

### Orientation Manual

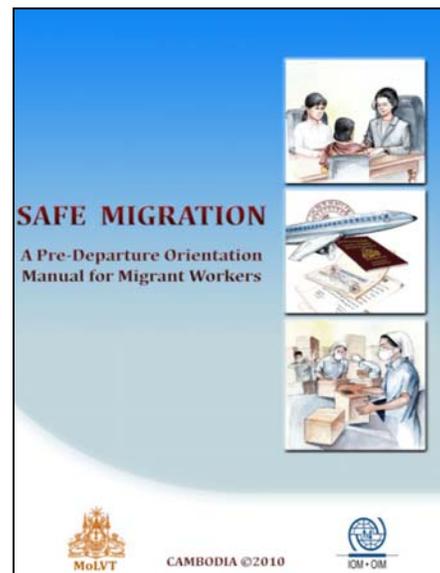
The orientation manual was divided into two sections.

- The first section targets migrant populations from rural areas, especially the poorer regions of Cambodia, who are deciding whether or not to work overseas. Ideally pre-departure training should begin at this stage before recruitment so that migrants are able to make an informed decision. Issues and concerns of aspiring migrants are addressed such as safe and legal migration, recruitment practice and procedures, costs, benefits, risks, stages of migration, remuneration, preparation, as well as concepts and definitions related to migration.

- The second section focuses on prospective migrant workers who have already been recruited and are preparing to depart to take up employment in the receiving countries. This section is divided into the following five chapters, each focusing on different stages of the migration process: *Preparing for Employment Abroad*; *The Journey for Employment Abroad*; *Working Abroad*; *Living Abroad*; and *Returning Home*.
- In addition, three country specific orientation manuals for Thailand, Malaysia and Kuwait have been developed. Each booklet focuses on the following topics: geography and environment of the country; culture and customs; preparation for employment; migrant worker's rights and obligations; and a contact list of supporting agencies within the country.

### Health Component

Health is a critical issue for many labour migrants. This could be in terms of understanding the medical examination before departure, possible health vulnerabilities in the



Front cover of the Orientation Manual

host country, accessing health care in the host country, occupational health, rights, entitlements and benefits, discrimination due to migrant status and/or health status upon returning home.

The orientation manual addresses these issues, and provides country specific health information, to better prepare prospective labour migrants for their arrival to the host country.



Cambodian labour migrants in Thailand (Photo IOM)

*IOM's Migration Health Division (MHD) aims to meet the needs of Member States in managing health related aspects of migration, and to promote evidence-based policies and comprehensive preventive and curative health programmes which are beneficial, accessible, and equitable for vulnerable migrants and mobile populations.*

*The Migration Health Division works in five interconnected strategic functions to address the migration health challenges throughout the migration process: Advocacy; Health Policy Development; Health Service Delivery; Capacity-Building and Research and Dissemination*