ASSESSMENT REPORT
PROFILE OF RETURNED CAMBODIAN MIGRANT WORKERS

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### 2.3 Migration Process and Experience

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- Legal documents and being detained by Thai authorities
- Receiving wages
- Seeing a doctor
- Work sector in Thailand
- Work Sector in Thailand and receiving wages
- Problems during migration
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In June 2014, an unprecedented number of Cambodian migrant workers returned home to Cambodia from Thailand, prompted by fear of arrest and uncertainty about the tumultuous political situation in Thailand. More than 250,000 Cambodian migrants, the majority of them undocumented and travelling with families and young children, returned across the border to Cambodia. In response, the International Organization for Migration (IOM) in Cambodia conducted interviews with 667 of these returning migrant workers to better understand their needs and concerns before, during and after their migration.

Figure 1. Source provinces of Cambodian migrants returning from Thailand (n=189,192)
1.1 METHODOLOGY AND STUDY POPULATION

In order to develop a full understanding of the current situation of returned migrants from Thailand, this assessment used a quantitative questionnaire to capture several variables at each stage of the migration process. The questionnaire was divided into three stages:

1. The returnees' conditions before they migrated abroad;
2. The returnees' experience of migration while abroad;
3. The returnees' post return conditions in the country of origin.

Table 1. Conceptual framework

<table>
<thead>
<tr>
<th>STAGE 1</th>
<th>STAGE 2</th>
<th>STAGE 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Situation before leaving the country of origin</td>
<td>Experience of migration in the main country of destination</td>
<td>Return to the country of origin - post return conditions</td>
</tr>
<tr>
<td>- Demographic and social characteristics;</td>
<td>- Experience of migration;</td>
<td>- Return journey;</td>
</tr>
<tr>
<td>- Reasons for leaving the country of origin;</td>
<td>- Reasons for having lived in the country of destination;</td>
<td>- Reasons and factors motivating return;</td>
</tr>
<tr>
<td>- Social and financial conditions before leaving the country of origin;</td>
<td>- Duration of the experience lived abroad;</td>
<td>- National Identification;</td>
</tr>
<tr>
<td>- Composition of the household before leaving (if any);</td>
<td>- Documentation (Travel/Identification);</td>
<td>- Social and financial conditions after return;</td>
</tr>
<tr>
<td>- Education and skills before leaving;</td>
<td>- Social and financial conditions in the country of destination;</td>
<td>- Employment and financial status after return;</td>
</tr>
<tr>
<td>- Health status before leaving.</td>
<td>- Education and skills acquired abroad;</td>
<td>- Access to education and skills training for new employment opportunities;</td>
</tr>
<tr>
<td></td>
<td>- Health status experienced abroad;</td>
<td>- Health concerns;</td>
</tr>
<tr>
<td></td>
<td>- Remittances;</td>
<td>- Access to services and information in the country of origin after return.</td>
</tr>
<tr>
<td></td>
<td>- Vulnerability (risks of human trafficking) factors.</td>
<td></td>
</tr>
</tbody>
</table>

The overall sample totaled 667 Cambodian migrants who had returned from Thailand, including 312 (46.6%) male and 355 (53.2%) female migrants. The respondents were 16 to 60 years of age. Interviews were conducted by IOM staff and local university students hired and trained by IOM. Interviews were carried out across 10 provinces, 12 districts, 13 communes and 32 villages. Analysis was conducted to determine factors that contributed to migrants practicing safe migration. IBM SPSS Statistics Version 21 and Microsoft Office Excel were used to analyze the data.

1 Battambang, Siem Reap, Banteay Meanchey, Kampong Cham, Pursat, Prey Veng, Tbong Khmorn, Kampong Thom, Takeo, and Kampot
1.2 EXECUTIVE SUMMARY OF KEY FINDINGS

The aim of this report is to identify the differences between male and female migration processes, experiences, and vulnerabilities. In this report, the term “safe migration” refers to regular (legal) and informed migration. Below are the differences and similarities found between male and female migrants:

PRECONDITIONS

Female migrants were twice as likely to have no education at all compared to male migrants. However, education levels did not have any effect on variables related to safe migration, such as receiving wages, migrating irregularly, being detained by detention authorities and health concerns.

MIGRATION EXPERIENCE

Income: Male migrants had significantly higher incomes than female migrants prior to departure in Cambodia, as well as in Thailand.

Reason for migration: "No job", "Low income" and "Financial debt" were the three most popular reasons for male and female migrants to leave Cambodia. "A better income" for male respondents and "No income at all" for female respondents were the top reported reasons to leave Cambodia. This indicates that female migrants face more barriers to finding a job in Cambodia. The third most common reason to migrate for both genders was "Financial debt". These top three motivators for migration suggest that socio-economic factors are driving migration; with most people migrating as a coping strategy when faced with economic hardship.

Migration facilitator:

- Migrants (male and female) most commonly migrated with an unlicensed broker.
- Possession of a passport strongly determined whether migrants chose to migrate regularly with a licensed broker linked with a private recruitment agency or through an irregular channel (unlicensed broker, friends or independently). The majority of those migrating regularly with a licensed broker had a passport, whereas almost all those migrating irregularly with an unlicensed broker did not.
- Migrating regularly with a licensed broker was associated with a slightly higher income in Thailand.

Migration companions: Female migrants were more likely to be accompanied by their spouses or family members during migration. Male migrants more often migrated alone or with friends.

Documents: Possession of legal documents (such as passports, border passes, visas, work permits, Cambodian ID cards) increased the migrants’ likelihood of migrating safely and regularly. Possession of these legal documents decreased one’s likelihood of being arrested and deported, increased chances of receiving wages and of being able to see a doctor for health concerns. The high cost of a passport was given as the main reason for not applying for a passport, which indicates that lack of finances is a barrier to practicing safe migration. The second most frequent reason listed for not obtaining a passport was that the process took too much time. This suggests that the process to receive a passport may be too time consuming.
EXPERIENCE IN THAILAND

**Work in Thailand:**
- The majority of migrants worked in construction, followed by factory and agriculture work in Thailand.
- Migrants working in construction were relatively less likely to receive their wages before leaving Thailand, whereas those working in animal farming were more likely. Employment in these two industries was spread almost evenly across both genders; female migrants were as likely to work in construction and animal farming as male migrants.
- Higher wages were reported with animal farming and construction work, whereas wages in agriculture and home business were significantly lower. Working hours were not assessed, so interpretation of the wages is limited.
- Wages in Thailand were nearly five times as high as what the migrants received in Cambodia. While the average income in Cambodia was USD 2.5 per day, once in Thailand migrants were on average earning USD 8.23 per day.
- Difficult working conditions, such as insufficient food and overexposure to sunlight were commonly reported in construction work.
- Migrants working in animal farming were significantly less likely to face mental health concerns than other work sectors.

**Abuse:** Abuse and/or exploitation were reported by 19.5 per cent of returnees interviewed. Male migrants were slightly more likely to experience abuse, such as being deceived, threatened, experiencing physical abuse by their employer and being denied freedom of movement. Of the 19.5 per cent of migrants who reported abuse and/or exploitation, 83 per cent had entered Thailand irregularly without documentation which appears to have increased their vulnerability to abuse and exploitation.

**Difficulties:** Male migrants were more likely to experience difficult conditions while working, such as sleeping in overcrowded rooms, not having a place to sleep and poor basic hygiene.

**Arrest:** Male migrants were twice as likely as females to be detained by government authorities during migration. Migrants in the fishing sector were also significantly more likely to be arrested.

POST RETURN

**Loans:** Once back in Cambodia, male and female migrants both took out loans. Female migrants were twice as likely to take out loans to pay for health care, and male migrants primarily took out loans for livelihood (e.g. agriculture).

**Health issues:** Female migrants were more likely than male migrants to have mental health concerns. Furthermore, male migrants were significantly more likely to see a doctor when they faced a health issue. Female migrants stated significantly more often than males that the reasons for not seeing a doctor were financial barriers. This highlights that female migrants face unequal access to health care due to financial constraints.

**Assistance needed after return:** Once back in Cambodia, the two major priorities for both male and female migrants were 1) help to find a job and 2) vocational skills training. However, significantly more males prioritized vocational skills training and safety and security, whereas female migrants prioritized food security. This highlights that female returnees are in a much more vulnerable situation if one of their top priorities is related to basic subsistence.

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2 Abuse and/or exploitation are defined as forced labour, debt bondage, forced to take drugs and/or alcohol, excessive working hours, withholding of wages, threats to family, false promises and/or deception, withholding of identity and/or travel documents, threats to individual, threats of action by law enforcement, physical abuse, emotional abuse, sexual abuse, denying freedom of movement, denying food and drink and denying medical treatment.
Sources of information: As many male as female migrants received information about passport procedures and employment opportunities upon return. However, male migrants were three times as likely as female migrants to receive information about passports through non-governmental organizations (NGOs) and public sources. Male migrants were also twice as likely to receive employment information from NGOs and private agencies, whereas female migrants were more likely to receive this information from government sources. This indicates a need for Cambodian Government and NGOs to consider how they are designing their outreach activities and what more can be done to reach and engage with women.

1.3 RECOMMENDATIONS

At the end of the report, there are a number of recommendations for the Cambodian Government as well as NGOs in Cambodia. These recommendations include supporting relevant government ministries and departments to implement affordable and efficient regular migration procedures, promoting vocational training and job opportunities in high out-migration, provinces and improving equal access to education and employment opportunities. Government and NGOs that help aspirant migrants and returning migrants are recommended to review their outreach strategies to equally engage men and women.

1.4 DATA LIMITATIONS

While the sample included a large number of respondents, their return to Cambodia was associated with the unprecedented number of Cambodian migrant workers returned home to Cambodia from Thailand, prompted by fear of arrest and uncertainty about the tumultuous political situation in Thailand. Therefore the sample may not be representative of Cambodian migrants in general. However the sample does serve as a snapshot of Cambodian migrants at a particular point in time. Migrants in certain job sectors or geographic areas might have been less likely to return at this point. For example, male Cambodian fishermen who were working on fishing vessels in Thailand and within the region were less likely to return at this time. Furthermore, some job sectors were less represented and not much can be said about gender-disaggregated aspects and safety conditions in those sectors.
Part 2
Description of Key Findings

2.1 BACKGROUND OF RESPONDENTS

HOME PROVINCE IN CAMBODIA
Most migrants came from Kampong Cham (13%), Banteay Meanchey and Siem Reap (each 12%). Most men came from Siem Reap (15%) and Prey Veng (14%), whereas female migrants mostly came from Kampong Cham (15%) and Banteay Meanchey (16%), a province at the Cambodian-Thai border with Poipet international checkpoint. Figure 2 shows the provinces with more than five per cent of respondents per gender group.

Figure 2. Province of origin by gender
(blue figures represent percentage of male migrants and pink figures represent female migrants "n=667")
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LEVEL OF EDUCATION
Less than half of the returnees had completed primary level education and 12 per cent had no education at all. Male migrants had significantly higher education than female migrants (Sig. = 0.00). The largest group of male and female migrants completed primary level (m = 39%, f = 50%). The second largest group of male migrants (22%) completed lower secondary level, and the second largest group of female migrants (19%) had no education at all. Female migrants were twice as likely to have no education at all compared to male migrants. This highlights unequal access to education for men and women, which can result in unequal employment opportunities for female migrants.

MARITAL STATUS
The majority of the respondents were married with significantly more married female migrants (90%) than male migrants (77%) (Sig. = 0.00).

AGE AND VULNERABILITY
The majority of the respondents were between 20 and 40 years of age. There was no significant difference in the age range between male and female migrants, and age did not have any effect on the likelihood of being detained by government authorities, receiving wages or seeing a doctor in case of a health concern. Exact ages were not recorded as respondents only marked age groups and not specific age, IOM was unable to determine the average age of male and female migrants.

Figure 3. Age distribution (% within gender group)

Figure 4. Marital status by gender (% within gender group)

2 times as many male migrants had some formal education compared to female migrants
LEVEL OF EDUCATION RELATED TO DETAINMENT BY GOVERNMENT AUTHORITIES; RECEIVING WAGES; HEALTH CONCERNS

The level of education did not determine the likelihood of crossing the border legally, being detained by government authorities, probability of receiving wages or prevalence of health concerns. These findings indicate that education does not influence safe migration as long as other factors, such as access to legal documents or safe working conditions in Thailand prevail.

FORMAL APPLICATION FOR A CAMBODIAN PASSPORT

Male migrants were more likely than female migrants to have ever applied for or owned a Cambodian passport (m = 29%, f = 20%) (Sig. = 0.01). The top reasons for not having applied amongst both genders were "No money" and "Too expensive". This most probably has to do with the high costs and time related to obtaining a Cambodian passport (USD 115), compared to costs in other countries like Viet Nam (USD 15), Thailand (USD 30) and Lao PDR (USD 35). Processing times for a passport in Thailand are significantly less time consuming, averaging two working days, compared to Cambodia’s 20 working days. Other factors that limit people from applying for a Cambodian passport include Cambodians lacking national identification documentation, such as identification cards, and the amount of time required to travel to Phnom Penh to apply.

2.2 BEFORE MIGRATION

INCOME IN CAMBODIA

The average income for male migrants in Cambodia before migration was USD 2.91/day which is almost a third higher than the average income for female migrants of USD 2.17/day. This difference is significant (Sig. = 0.00).
REASON FOR LEAVING CAMBODIA

The two most popular given reasons for leaving Cambodia were 1) Search for better job/income (m = 69%, f = 62%) and 2) No job/income in Cambodia (m = 66%, f = 73%). Male migrants prioritized search for a better job, and female migrants prioritized not having a job/income in Cambodia. This highlights that female migrants face barriers in finding work in Cambodia. Additionally, earning money for family (food, education, health care) was significantly associated with male migrants (m = 36%, f = 28%) (Sig. = 0.021), as shown in the table below. This highlights that there might be more pressure on male migrants to earn an income to support their families. Being in financial debt was another key factor for migrating, especially for female migrants (m = 38%, f = 43%) indicating that they may be more prone to being in debt.

Table 2. Reason for leaving Cambodia (% within gender group)

<table>
<thead>
<tr>
<th>REASON</th>
<th>MALE</th>
<th>FEMALE</th>
<th>ALL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Search for better job/better income</td>
<td>68.9%</td>
<td>62.0%</td>
<td>65.2%</td>
</tr>
<tr>
<td>No job/income in Cambodia</td>
<td>66.3%</td>
<td>73.2%</td>
<td>70.0%</td>
</tr>
<tr>
<td>Financial debts</td>
<td>37.8%</td>
<td>43.1%</td>
<td>40.6%</td>
</tr>
<tr>
<td>Loss of land</td>
<td>4.5%</td>
<td>3.4%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Earn money for family (education/food/health care)</td>
<td>36.2%</td>
<td>27.9%</td>
<td>31.8%</td>
</tr>
<tr>
<td>Problems at home</td>
<td>6.7%</td>
<td>8.7%</td>
<td>7.8%</td>
</tr>
<tr>
<td>Forced/tricked to go</td>
<td>1.0%</td>
<td>0.6%</td>
<td>0.7%</td>
</tr>
<tr>
<td>Accompany family / friends</td>
<td>17.9%</td>
<td>13.0%</td>
<td>15.3%</td>
</tr>
</tbody>
</table>

Figure 6. Two main reasons for leaving Cambodia
RECRUITMENT
The highest proportion of male and female migrants chose an unlicensed broker as a migration facilitator (m = 60%, f = 55%). The second most popular choice for male migrants was family/friend or a licensed broker (both 14%) and for female migrants it was a licensed broker (18%).

MIGRATION FACILITATOR AND...

... AVERAGE COSTS OF MIGRATION
The costs of migration were highest for a licensed broker (about USD 130). The costs for an unlicensed broker, migrating independently and/or with family or friend were all similar (USD 90 to USD 98). However, standard deviations were very high, indicating that costs within each category varied strongly among different individuals.

...AVERAGE DAILY INCOME
The highest average income was associated with migration with a licensed broker (USD 8.8/day), whereas income following migration with an unlicensed broker was slightly lower (USD 8.00 to USD 8.20/day). This shows that the benefit of employing the services of a licensed broker is associated with a higher income when in Thailand.

... MIGRATING WITH A PASSPORT
Most of those who migrated with a licensed broker possessed a passport, whereas most of those choosing to migrate with an unlicensed broker, friend or independently did not possess a passport (Sig. = 0.00). Possession of a passport strongly determined the type of facilitator chosen. Even though a licensed broker was more expensive, the perceived disadvantage of migrating with an unlicensed broker is highlighted by the fact that those who did possess a passport almost never chose to migrate with an unlicensed broker. Abuse and exploitation was more likely to be reported by migrants who had travelled without a passport and/or with unlicensed brokers. Migrants who used unlicensed brokers were five times as likely to experience abuse and exploitation compared to those migrants who used licensed recruitment brokers.
Table 3. Likelihood of migrating with a passport by type of migration facilitator (% within group)

<table>
<thead>
<tr>
<th>Type of facilitator</th>
<th>Migrated with passport</th>
<th>Migrated without passport</th>
</tr>
</thead>
<tbody>
<tr>
<td>Licensed recruitment broker</td>
<td>87.5%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Unlicensed broker</td>
<td>3.1%</td>
<td>96.9%</td>
</tr>
<tr>
<td>Family/Friends</td>
<td>25.0%</td>
<td>75.0%</td>
</tr>
<tr>
<td>Independently</td>
<td>27.1%</td>
<td>72.9%</td>
</tr>
</tbody>
</table>

2.3 Migration Process and Experience

Legal Documents for Migration

An overwhelming number of migrants migrate without a passport. Only 22 per cent of respondents migrated with a passport. Less than 45 per cent of migrants have national identification documents, such as birth certificates or national ID cards. There was no significant difference among male and female migrants for any type of document. Recent interviews with returning migrants suggest that many Cambodian migrants are migrating through irregular channels to access the migrant registration process in Thailand that in turn allows them to obtain the non-Thai identification card, referred to as the pink card that allows them to immediately start working while they await national verification from the Cambodian Embassy. Thus, there is no incentive to stay in Cambodia to go through legal recruitment under the current MoU process for Cambodian workers to migrate to Thailand.

Figure 10. Legal documents carried during migration (% within gender group)
LEGAL DOCUMENTS AND …
...BEING DETAINED BY GOVERNMENT AUTHORITIES
The likelihood of being detained by government authorities seemed to be associated with the type of document the migrant possessed. A visa was most protective, followed by a work permit and passport.

...RECEIVING WAGES
The possession of legal documents increased one’s likelihood of receiving wages. Figure 12 shows the percentages of respondents who did or did not receive their wages dependent on the type of document they possessed. Again, this shows that possession of regular migration documents greatly determines successful and safe migration.

Figure 11. Percentage of migrants arrested by Thai authorities during migration period (% within document group)

<table>
<thead>
<tr>
<th>Document Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Birth certificate</td>
<td>9.7%</td>
</tr>
<tr>
<td>Cambodian ID</td>
<td>8.2%</td>
</tr>
<tr>
<td>Passport</td>
<td>7.3%</td>
</tr>
<tr>
<td>Work permit</td>
<td>6.9%</td>
</tr>
<tr>
<td>Visa</td>
<td>5.8%</td>
</tr>
</tbody>
</table>

Figure 12. Receiving wages associated with type of legal document carried during migration (% within document group)

<table>
<thead>
<tr>
<th>Document Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visa</td>
<td>94.2%</td>
</tr>
<tr>
<td>Passport</td>
<td>93.3%</td>
</tr>
<tr>
<td>Work permit</td>
<td>92.5%</td>
</tr>
<tr>
<td>Border pass</td>
<td>91.5%</td>
</tr>
<tr>
<td>Birth certificate</td>
<td>85.6%</td>
</tr>
<tr>
<td>Cambodian ID</td>
<td>84.2%</td>
</tr>
</tbody>
</table>

Figure 13. Consequences of undocumented migration in Thailand

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>GET PAID</td>
<td></td>
</tr>
<tr>
<td>With passport</td>
<td>93%</td>
</tr>
<tr>
<td>With no passport</td>
<td>75%</td>
</tr>
<tr>
<td>SEE A DOCTOR WHEN NEEDED</td>
<td></td>
</tr>
<tr>
<td>With a visa</td>
<td>94%</td>
</tr>
<tr>
<td>With no visa</td>
<td>87%</td>
</tr>
<tr>
<td>NOT BE DETAINED BY IMMIGRATION</td>
<td></td>
</tr>
<tr>
<td>Did not have a passport</td>
<td>86%</td>
</tr>
</tbody>
</table>

Not having the right documents in Thailand increased the risks of not getting paid, not having access to a doctor and of being detained by government authorities.
WORK SECTOR IN THAILAND
Several migrants worked in more than one sector while in Thailand. The three main work sectors in which returnees worked were construction (50%), agriculture (26%) and factory work (24%). Other sectors included working in street stalls or shops (5%), fishing (4%) and other (3%).

Of the 24 returnees who worked in the fishing industry, 21 were males. Overall, it was more common for male migrants to work in the fishing sector than for female migrants (m = 7%, f = 1%) (Sig. = 0.00). Female migrants were significantly more likely to work in shops/stalls (m = 3%, f = 8%) (Sig. = 0.01).

WORK SECTOR IN THAILAND AND...
...RECEIVING WAGES
Returnees who had worked in animal farming were more likely to receive their wages than those who worked in other sectors (farming = 96%, not farming = 78%). Those who worked in construction were significantly less likely to receive their wages (constr. = 72% not constr. = 86%). For other work sectors, differences were not significant due to small representation of those sectors.
...PROBLEMS DURING MIGRATION
Around 90 per cent (9 of 10 cases) of those who had experienced insufficient food and 79 per cent (11 of 14 cases) of those who experienced overexposure to sunlight were construction workers.

...AVERAGE DAILY INCOME
In some sectors, wages were significantly above or below the average wage of all other sectors combined. Many of the groups were too small for the average to be representative for the work sector. The average daily income by work sector showed the following ranking:

Figure 16. Average daily incomes by work sector (USD/day) (Due to small group representation of some work sectors some of the averages may not be representative, e.g. restaurant, fishing, shop/stall)

Sectors with significantly higher wages included:
- Animal farming
  (animal farming = USD 9.10/day versus not working in animal farming = USD 8.16/day) (Sig. = 0.001)
- Construction
  (construction = USD 8.42/day versus not working in construction = USD 8.04/day) (Sig. = 0.035)

Sectors with significantly lower wages included:
- Agriculture
  (agr. = USD 7.47, no agr. = USD 8.41) (Sig. = 0.000)
PROVINCE OF WORK IN THAILAND

Most male and female migrants worked in Chonburi province (m = 18%, f = 16%) and Bangkok (m = 14%, f = 15%). About 23 per cent of female migrants, twice as many as male migrants, were not aware of which province they were working in. This indicates that female migrants were not as well informed about their migration, highlighting their increased vulnerability and a lack of control over their migration (see figure 18).

INCOME IN THAILAND

The average daily income in Thailand amounted to USD 8.23. Male migrants had a significantly higher income than female migrants (m = USD 8.95/day, f = USD 7.59/day) (Sig. = 0.00). Average incomes in Thailand were higher than in Cambodia; for example, average daily wages in the construction industry in Thailand were USD 8.42. In Cambodia the average daily wage in the construction industry was recorded as USD 5.61.

Figure 17. Average daily incomes of male and female respondents in Thailand
Figure 18. Map of Thailand
MIGRATION COMPANIONS

Female migrants were more often accompanied during migration than male migrants. The largest groups of migrants were accompanied by their spouses, with twice as many female migrants compared to males (m = 31%, f = 59%) (Sig. = 0.00). The second largest group of male migrants migrated alone (24%), whereas the second largest group of female migrants migrated with other family members (22%). Female migrants were more often accompanied by their children, (m = 7%, f = 16%) (Sig. = 0.00) and this resonates with the findings that female migrants more often migrate with their spouses. Male migrants were significantly more likely to migrate alone (m = 24%, f = 10%) (Sig. = 0.00) or with friends (m = 22%, f = 12%) (Sig. = 0.00). Figure 19 shows which person male and female migrants are more likely to be accompanied by during their migration (categories > 5% in one gender group).

EXPLOITATION AND MEANS OF CONTROL USED BY EMPLOYER

A reported 19.5 per cent of all respondents had experienced some kind of abuse. Male migrants were abused slightly more often than female migrants (m = 22%, f = 17%). Male migrants were also twice as likely to be deceived by their employer (m = 5%, f = 2%) (Sig. = 0.03), four times as likely to be threatened by their employer (m = 4%, f = 1%) (Sig. = 0.01), almost twice as likely to experience physical abuse by their employer (m = 2.4%, f = 1.4%) (Sig. = 0.03) and more than twice as likely to be denied freedom of movement (m = 8%, f = 3%) (Sig. = 0.00). It could not be determined whether the prevalence of exploitation among male migrants is associated with male dominated work sectors or their gender. There also seems to be a correlation between undocumented migration and abuse and/or exploitation. Of those migrants who reported abuse and/or exploitation, 83 per cent were undocumented.
Figure 19. Migration companions (% within gender group)

Figure 20. Exploitation and means of control used by employer (% within gender group)
DIFFICULT CONDITIONS
Male migrants were significantly more likely than female migrants to report having experienced difficult conditions while working in Thailand (m = 27%, f = 19%) (Sig. = 0.02). Figure 21 highlights the difficult conditions that were experienced by at least two per cent of respondents in one gender group. Male migrants were twice as likely to have slept in overcrowded rooms (m = 15%, f = 7%) (Sig. = 0.00), more than twice as likely to have had no place to sleep/sleeping on the floor (m = 7%, f = 3%) (Sig. = 0.02) and almost four times as likely to suffer from poor basic hygiene (m = 7%, f = 2%) (Sig. = 0.00).

![Figure 21. Experience of difficult conditions (% within gender group)](image)

DETENTION BY GOVERNMENT AUTHORITIES
Male migrants were twice as likely as female migrants respondents to be detained by government authorities during their stay in Thailand (m = 17%, f = 8%) (Sig. = 0.00).

![Figure 22. Ever arrested by government authorities (% within gender group)](image)

TYPE OF WORK AND FORMERLY ARRESTED BY GOVERNMENT AUTHORITIES
Migrants who worked in fishing were significantly more often arrested compared to other work sectors (46% of N = 24).
2.4 POST RETURN SITUATION

SOCIOECONOMIC STATUS
Following return from Thailand to Cambodia, about 55 per cent of respondents took out loans. There was no significant difference between male (52%) and female migrants (59%). The main reasons for taking out loans were for livelihood inputs (m = 47%, f = 36%) and basic needs (m = 43%, f = 51%). Twice as many female migrants took out a loan for health care (m = 14%, f = 29%) (Sig. = 0.03) and more male than female migrants took out loans for livelihood purposes (m = 47%, f = 36%) (Sig. = 0.03). This indicates that the financial costs of accessing health care may pose a risk for financial security particularly for female migrants.

Figure 23. Purpose of taking out a loan by gender, categories > 3% within at least one gender group (% within gender group)
HEALTH CONCERNS
The two most commonly reported health concerns for male and female migrants were mental health concerns (m = 46%, f = 58%) and pain and discomfort (m = 54%, f = 61%). The higher prevalence of mental health issues among female migrants was significant (Sig. = 0.01).

Significantly more male migrants (91%) than female migrants (85%) saw a doctor when they faced health issues (Sig. = 0.02). Significantly more female than male migrants named financial limitations as their reason for not seeing a doctor (m = 54%, f = 77%) (Sig. = 0.02). This finding indicates gender inequality in accessing health care due to financial constraints.

Figure 24. Health concerns (% within gender group)
ASSISTANCE NEEDED
As shown by the figure below, help to find a job (m/f = 80%) and vocational skill training (m = 64%, f = 54%) were the two major types of assistance needed among the returnees. However, significantly more male migrants prioritized vocational skill training (Sig. = 0.03) and safety and security (m = 23%, f = 15%) (Sig. = 0.01). Female migrants prioritized food (m = 20, f = 29) (Sig. = 0.02). This indicates higher vulnerabilities among female migrants. While women were most concerned about food security, men were more concerned about gaining skills and ensuring the safety and security of themselves and their families.

SOURCE OF INFORMATION ABOUT NEW PASSPORT PROCEDURE AND EMPLOYMENT
Both male and female migrants received information about the passport application procedure most commonly through the radio (m = 64%, f = 56%), followed by TV (m = 48%, f = 42%). However, male migrants were three times more likely than female migrants to receive information from NGOs (m = 14%, f = 5%) (Sig. = 0.00) as well as more likely to access information from public sources (m = 25%, f = 17%) (Sig. = 0.04).

Both genders received information about employment through the government. Again, male migrants were twice as likely as females to receive information from NGOs (m = 39%, f = 24%) as well as private agencies (m = 14%, f = 9%), whereas female migrants were more likely to receive information through the government (m = 46%, f = 67%). This indicates that male migrants are more likely than female migrants to be reached by NGOs, which may be relevant for NGOs’ outreach strategies.
Part 3
Conclusions

The findings of this report highlight the differences and similarities experienced by both male and female migrants before, during and after migration, as well as the determinants for safe and regular migration.

3.1 MIGRATION AND GENDER EQUALITY

The gender-disaggregated results indicated inequalities amongst male and female migrants before, during and after migration, especially in terms of unequal access to education, employment opportunities, health care and how they are reached by NGOs with information about migration. On average, female migrants had lower levels of education (if any at all) and earned less in both origin and host countries than male migrants. Inequalities in the origin country put women at a disadvantage, which is then carried over to their migration journey and return. For example, they were more often faced with mental health issues but less likely to be able to visit a doctor because of their limited funds. Surprisingly, a large number of female migrants were unaware of the name of the province in Thailand where they had migrated. This indicates a lack of awareness and control over their migration situation and potentially a higher vulnerability. Female migrants were less likely than males to receive safe migration information from NGOs. Although female migrants faced many inequalities, male migrants were more vulnerable to abuse by their employers and to difficult working conditions in Thailand, such as having to sleep in overcrowded rooms with insufficient space to sleep. They were also more likely to be arrested than female migrants. More in-depth research is needed to understand the reasons for the higher prevalence of abuse among male migrants.

3.2 DETERMINANTS FOR SAFE MIGRATION

LEGAL DOCUMENTS

The possession of legal documents played a dominant role in determining safe migration. Migrants were more likely to migrate with a licensed broker if they had a passport, which also resulted in a higher income in Thailand. Those with regular migration documents were also less likely to be arrested by Thai authorities, more likely to receive their wages and more likely to see a doctor in case of a health concern. These findings highlight the importance of access to these documents to ensure safe and successful migration. However, the main reason given for not applying for a passport was the lack of money to pay the direct and indirect fees. Therefore, the main barrier to accessing documents is likely the relatively high costs of a Cambodian passport. A major step towards facilitating safe and legal migration would be lowering these costs and simplifying the procedures.
WORK SECTOR
The construction and the fishing sectors appeared to be associated with difficult conditions and a lower chance of receiving wages, whereas respondents who had worked in animal farming reported an overall positive experience, including a higher income, higher likelihood of receiving wages and a lower prevalence of reported mental health concerns. However, the fishing and animal farming samples were relatively small and thus not necessarily representative of the sector. The overall low representation in many work sectors limited the interpretation of their safety. However, trends indicate differences and suggest that each sector should be investigated in depth.

RECOMMENDATIONS
➊ Support relevant government ministries and departments to implement simple, affordable and efficient procedures for obtaining necessary travel and work documents for regular migration, such as passports, visas and work permits that protect migrants and reduce the vulnerabilities that lead to exploitation and trafficking
   • Technical support to provincial passport offices to decentralize migration and national identification document services for prospective and returned migrants;
➋ Promote economic development and investment in skills development and job opportunities in provincial areas experiencing high outward migration.
   • Support the National Employment Agency (NEA) and provincial job centres to provide outreach information linking returning migrants with employers and potential employment.
   • Develop private partnerships and apprenticeship programs for returned migrants and families to work within garment, manufacturing, agriculture and tourism industries in Cambodia.
➌ Improve equal access to education for girls to improve their employment opportunities later on.
➍ Regulate, monitor and promote equal pay amongst male and female low-skilled workers, greater employment opportunities for females, and equal access to health care services in Cambodia.
➎ Explore approaches for disseminating information about safe and legal migration processes and adjust target population access strategy to equally engage men and women.
   • Empower and support Commune Council leaders in source communities to disseminate safe migration information and set up migrant information centres for aspirant migrants and families left behind.