Report for the Consultation Workshop on Strategic Visioning for Post-2013 Coordinated Efforts in Anti-trafficking in Cambodia

March 20-21, 2013,
Sihanoukville, Cambodia

This workshop was funded through the generous support of the Swedish International Development Agency (Sida).
## Contents

Acronyms .......................................................................................................................... 1
Introduction & Details about the Consultative Workshop ......................................................... 2
Background Situactor to the Consultative Workshop ............................................................ 3
Identifying Main Problems ..................................................................................................... 8
Organizing and Prioritizing Main Problems ........................................................................ 12
Problem Analysis .................................................................................................................. 14
Vision Statement .................................................................................................................. 27
Results Map ......................................................................................................................... 29
Annex: Attendance List ........................................................................................................ 33
**Acronyms**

**ACWC** ASEAN Commission on the Promotion and Protection of the Rights of Women and Children

**ASEAN** Association of Southeast Asian Nations

**COMMIT** The Coordinated Mekong Ministerial Initiative against Trafficking

**GMS** Greater Mekong Sub-region

**M&E** Monitoring and Evaluation

**MoI** Ministry of Interior

**MoJ** Ministry of Justice

**MoSVY** Ministry of Social Affairs, Veterans and Youth Rehabilitation

**MoT** Ministry of Tourism

**MoEYS** Ministry of Education, Youth and Sport

**MoFA** Ministry of Foreign Affairs and International Cooperation

**MoInfo** Ministry of Information

**MoLVT** Ministry of Labour and Vocational Training

**MoU** Memorandum of Understanding

**MOWA** Ministry of Women’s Affairs

**NC/STSLS** National Committee Secretariat to Lead the Suppression of Human Trafficking, Smuggling, Labor Exploitation and Sexual Exploitation in Women and Children

**NGO** Non-Governmental organisation
Introduction & Details about the Cambodian Consultative Workshop

The United Nations Inter-Agency Project on Human Trafficking (UNIAP) convened a Consultation Workshop on Strategic Visioning for Post-2013 Coordinated Anti-trafficking Efforts, on 20-21 March, 2013 in Sihanoukville, Cambodia.

UNIAP was established in 2000 with a central focus on trafficking in persons and a mandate to facilitate a stronger and more coordinated response to trafficking in persons in the GMS. In order to prepare a vision for coordinated anti-trafficking work within the Greater Mekong Sub-region (GMS) beyond 2013, UNIAP has conducted a consultation process with a wide range of anti-trafficking stakeholders. This process took place through a series of consultation workshops at both the national and regional level, with UNIAP functioning as a secretariat to facilitate the workshops. The visioning process was conducted in such a way that it promoted inclusiveness of stakeholders, ensured national ownership and promoted national capacity development. The aim of the consultation process is to develop a vision for anti-trafficking work in the GMS covering a 5-year period including clear, concrete results to be achieved for the vision to become a reality.

This report on the Cambodia Consultation Workshop outlines discussions held on human trafficking in the national context, including current challenges in assisting victims, prosecuting perpetrators, impunity, access to justice, relevant human rights instruments and international standards, good practices, policies, implementation at the country and regional level, and ways forward. The participants at the Cambodia workshop included representatives of various ministries of the Royal Cambodian Government, the United Nations, other international organisations and civil society organisations from across the country.

The workshop was organised in five sessions:

Session One served as an introduction to the Consultation Workshop and was moderated by the Facilitator who explained to the participants the purpose and aims of the consultation and introduced some basic rules. Participants were then asked to work in groups to discuss and identify the main problems in tackling human trafficking in Cambodia. Problems and challenges were displayed in lists for all participants to review.

In Session Two, participants were asked to prioritise the problems. Each participant voted on what they thought were the three most important problems through the method. The Secretariat and Facilitator then grouped overlapping themes and tallied the votes together to identify six topics for further consideration. Selections were made based on analysis of each problem, but also whether solving these problems would have a significant impact on human trafficking, whether there would be enough support to solve them, and whether there is sufficient capacity and comparative advantage to work on the issues.

In Session Three, stakeholders worked to define the problems and develop the problem analysis. The main purpose of this was to study the root causes and major effects of the
problems in order to design better solutions and make the process of developing a results map easier. After the problems were grouped and prioritized, “problem trees” were developed by each group and for each priority problem to support the analysis. This process helped participants develop a clearer understanding, not only of the surface problems, but also their underlying causes and constraints, and through this to develop a common understanding of the most significant problems faced at the regional, country and community level. Participants were asked to be precise and explicit when expanding on the six topics selected. The issue that was identified provided the trunk of the problem tree. Participants then brainstormed on the major causes of the problem, and identified a number of policy constraints, capacity weaknesses, social and cultural norms and attached them to the root of the tree.

In Session Four, participants were split into groups to discuss what their vision for the future is in relation to the problems identified in the previous sessions. The aim was to come up with a clear, realistic and agreed vision of how things will have positively changed over the next five-year period.

In the Final Session, a results map was developed in order to determine what must be in place to achieve the vision developed in each particular area. Once the various prerequisite intermediate changes were identified, stakeholders then worked to identify the interventions necessary to achieve them.

The results maps and strategic visions outlined in this document represent the collective will of a diverse, multi-stakeholder, multi-faceted group of senior government officials and representatives from local and international civil society organisations as well as United Nations Agencies.

The remarks and speeches of the closing session tied together the common threads of discussion throughout the workshop, including the importance of cooperation and harmonisation of efforts between all anti-trafficking stakeholders within the country and the Government, civil society, the media and the private sector, particularly in regards to monitoring and evaluation efforts and the sharing of information.

**Background Situator to the Consultative Workshop**

**UNIAP**

UNIAP was established in 2000 to facilitate a stronger and more coordinated response to human trafficking in the GMS and with the aim of creating an ‘overarching mechanism’ for the co-ordination of anti-trafficking initiatives by a wide range of stakeholders. UNIAP is managed by a Regional Management Office (RMO) in Bangkok, with Country Project Offices (CPO) in the capitals of Cambodia, China, Lao PDR, Myanmar, Thailand and Viet Nam.¹ UNIAP has been implemented over three consecutive phases that illustrate the Project’s evolution over time:

¹ See [http://www.no-trafficking.org/how.html](http://www.no-trafficking.org/how.html) for more information.
• UNIAP Phase I (2000 - 2003) -
The first phase of UNIAP concentrated on creating linkages between the range of different organisations involved in combating trafficking, using its broad and responsive mandate to address emerging issues, and supporting new small-scale pilot initiatives.

• UNIAP Phase II (2004 - 2006) -
The second phase of UNIAP was viewed as a consolidation of its work and achievements under the first phase. It was dominated by the project’s work in facilitating the development of a sub-regional Memorandum of Understanding between the six governments of the Greater Mekong Sub-region, accompanied by a Plan of Action to help governments fulfil the commitments made under the MOU - a process now known as the Coordinated Mekong Ministerial Initiative against Trafficking (COMMIT).

• UNIAP Phase III (2007 – 2013) -
The third and current phase of UNIAP is aimed at building on the achievements of the first two phases, combining support for further consolidation and institutionalization of current approaches. This phase is due to end in December 2013.

The Coordinated Mekong Ministerial Initiative against Trafficking (COMMIT)

COMMIT has fuelled major progress in anti-human trafficking efforts since its inception in 2004. In 2004, the six Governments of the Greater Mekong Sub-region (Cambodia, China, Lao PDR, Myanmar, Thailand, and Viet Nam) signed a historic Memorandum of Understanding against Trafficking in Persons. This MOU, signed at the Ministerial level, committed the governments to a response to human trafficking meeting international standards, highlighting the need for multi-lateral, bilateral, and government-NGO cooperation to fight human trafficking.

UNIAP serves as Secretariat to the COMMIT Process, and as such is mandated to provide technical, financial, monitoring, reporting, and logistical support to activities under COMMIT. Based on its existing work and mandate as an inter-agency coordinating body, UNIAP is able to draw on its extensive network of partners throughout the region to provide technical and financial assistance to all aspects of the COMMIT Process, and also works with partners to ensure that programmes and activities are aligned with government priorities in the COMMIT Sub-regional Plans of Action and National Plans of Action.²

Anti-trafficking work in Cambodia

The Royal Government of Cambodia has signed international protocols, conventions, memoranda and bilateral and multilateral agreements with relevant countries in order to combat internal and cross-border trafficking in persons. Cambodia is also a signatory to the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women

² See http://www.no-trafficking.org/commit.html


Mechanisms against human trafficking have thus been established at all levels within the Government. In 1999, the Ministry of Women’s Affairs (MoWA) formed the Department of Legal Protection, equipped with the Office of Prevention of Trafficking in Women and Children. The Ministry of Interior (MoI) established the Office of Anti-Human Trafficking and Juvenile Protection in 1996 and the Department of Anti-Human Trafficking and Juvenile Protection in 2002. In addition, the National Royal Gendarmerie established the Section on Anti-Human Trafficking in 2002 and the Office of Anti-Human Trafficking in 2009. The Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY) also established the Department of Anti-Human Trafficking and Reintegration in 2011.

The Coordinated Mekong Ministerial Initiative against Trafficking (COMMIT) Task Force in Cambodia, which is led by the Secretary of State of the Ministry of Women’s Affairs and comprised of 14 members from 11 Ministries/institutions, was established in 2005. In 2007, the National Task Force (NTF) to Implement Bilateral and Multilateral Agreements and Memoranda of Understanding between the Royal Government of Cambodia and other Relevant Countries for Eliminating Trafficking in Persons and Assisting Victims of Trafficking was established and led by the Ministry of Women’s Affairs. In the same year, a large-scale suppression on suspected locations was conducted which required another mechanism to be established, namely the High Level Working Group to Lead the Suppression of Human Trafficking, Smuggling, Labour Exploitation and Sexual Exploitation of Women and Children (HLWG), led by the Ministry of Interior.

In late 2009, the NTF and the HLWG were combined to form a unique national mechanism, namely the National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labour Exploitation and Sexual Exploitation of Women and Children (NC/STSLS), led by Deputy Prime Minister and Minister of Interior. To improve the effectiveness its work, the NC/STSLS established a Secretariat, led by Secretary of State of the Ministry of Interior and supported by six technical Working Groups. These groups include: Prevention Working Group; Protection, Rehabilitation, Reintegration and Repatriation Working Group; Law Enforcement Working Group; Justice Working Group; International Cooperation Working Group; and Child Affairs Working Group. Each group operates at both national and sub-national levels.
Introductory Remarks

Her Excellency Chou Bun Eng, Secretary of State for MoI, began the consultation workshop with remarks on behalf of the NC/STLS. Her Excellency thanked UNIAP and other partners for organizing the consultation in order to share experiences, identify issues and collect recommendations to improve work to combat trafficking in Cambodia by mitigating risks for potential victims and by targeting perpetrators more intelligently and forcefully. Her Excellency stated that the Royal Government of Cambodia, particularly the NC/STLS, is strongly committed to working with different stakeholders to combat trafficking.

Her Excellency discussed the importance of developing UNIAP’s new strategic vision, highlighting the need to collectively discuss common strategies and activities to combat human trafficking. In order to achieve this, she stressed the need for participation at a national and regional level. She stated that this event provided a valuable opportunity to work together with friends from the regional and international level, to share information, what participants know about the tendencies of human trafficking in the country and the region, and what can be done to address them. She urged participants and the UNIAP Secretariat to consult the 2011 – 2013 National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labour, and Sexual Exploitation in order to review what has been achieved so far.
Her Excellency highlighted the importance of the work being done by the COMMIT Taskforce and introduced participants to some of the bilateral and multilateral mechanisms COMMIT has been involved in creating. She stressed that trafficking issues are not restricted to GMS countries, but are also issues in many other countries, and urged stakeholders to focus on the work, mandates and capabilities of these two different mechanisms (COMMIT and NC/STSLs).

Her Excellency San Arun, Secretary of State of the Ministry of Women’s Affairs, spoke about the need to focus on post – 2013 needs and potential gaps in policy implementation. This workshop was described as one of key efforts of UNIAP and the six members of COMMIT to bring stakeholders together to decide on what to focus on during the upcoming IV phase of UNIAP’s work. She also highlighted the roles of the NC/STSLS, COMMIT and other relevant institutions, all of whom are working to combat trafficking in Cambodia; but in different ways.

Her Excellency welcomed new partners who were participating in the consultative workshop and also thanked old partners, some of whom have been working with MoWA since 1999. Her Excellency stressed the important role that MoWA plays in the COMMIT Taskforce. The previous Secretary of State for MoWA led the COMMIT Taskforce until she was appointed Ambassador of Thailand, and MoWA is the primary institution responsible for Cambodian women who are trafficked. Trafficking is not the responsibility of any one individual or one institution; however, it can only be combated together.

Different Ministries are now involved in negotiating or implementing the Memorandum of Understandings (MoUs) and other forms of bilateral and multi-lateral agreements have been established with a number of other countries. The MOU signed between Cambodia and Thailand on Bilateral Cooperation in Eliminating Trafficking in Children and Women and Assisting Victims of Trafficking signed in May 2003 was the first of its kind and became a model for the entire region.

UNIAP is looking at its post-2013 strategic vision. The objective of this Consultative Workshop is to formulate ideas about what to do over the next five years to address trafficking at a national and regional level. This event is being held to collect ideas from key stakeholders. A number of government Ministries are represented as well as key partner organisations. Her Excellency stressed the need to learn and share in order to identify problems, challenges and new strategies to combat trafficking. She encouraged everyone attending to share different ideas and different experiences. Her Excellency stated that she believed that Governments alone cannot address these problems, and that they are open to assistance and support to better assist survivors and victims’ families. The Government of Cambodia is working hard to increase prosecutions of offenders in Cambodia who exploit men, women and children. She then gave the floor to the UNIAP team.

Sebastian Boll, UNIAP Regional Research Analyst, thanked everyone for giving up their valuable time to attend the event. He introduced the work of UNIAP and explained how it has evolved since it was established in 2000. In 2004, UNIAP took on the secretariat functions of COMMIT. UNIAP facilitated the development of a sub-regional Memorandum of Understanding.
between the six governments of the Greater Mekong Sub-region, accompanied by a Sub-Regional Plan of Action (SPA) to help governments fulfil the commitments made under the MOU. COMMIT is currently in its 3rd SPA since the Process began in 2004. As an inter-agency project, UNIAP works with governments, UN Agencies and International Organisations, as well as civil society partners at all levels – regional, national and community. UNIAP will complete its own 3rd phase of work at the end of 2013. Over the past 13 years, the nature of human trafficking has changed, as has UNIAP’s work and approach. UNIAP wants to take stock of the work conducted in recent years and what’s been learned, particularly in relation to newly evolving trafficking patterns, before designing a vision of what direction the project intends to go in over the next 5 years.

Mr Boll stated that all partners will benefit from this workshop for their work; and that, when new programmes or projects are designed to combat trafficking, the discussions at this event will be useful. In addition to the in-country Consultation Workshops taking place in each of the COMMIT member countries, a Regional Consultation Workshop will also take place in Bangkok, Thailand to discuss national level findings and place it in a regional context. It is only thereafter that UNIAP, on the basis of the outcomes of these consultation workshops as well as two further key undertakings, an independent evaluation of the COMMIT Process and an UNIAP-internal review exercise, will begin designing a concept for its work beyond 2013.

Mr. Geoff Manthey, UNIAP Consultant and Facilitator of the event, introduced himself and the work he is carrying out across the region during the Consultation Workshop process. He extended his appreciation to all participants for giving their time and sharing their ideas, and stated that he hopes to provide insights gained during the first Consultation Workshop in China, and then pass on insights from this Consultative Workshop in Cambodia at the upcoming event in Myanmar. He drew attention to the wealth of knowledge and experience amongst participants on combating trafficking in the region, and said that this should strengthen national and regional mechanisms in the future. Participants have been chosen because they are important stakeholders, understand these complex issues, and understand them in different ways and from different perspectives.

Identifying Main Problems

Participants worked in groups to discuss and set out what the main problems in tackling trafficking are at the regional, country and community level. Questions were posed to guide discussion. Participants were asked what the most critical problems to be addressed by anti-trafficking work are, whether the problems affecting marginalized groups are being captured and whether current anti-trafficking efforts adequately address the problems facing both men and women. Discussions focussed on what is happening and to whom. Participants split into four groups and identified the following themes and specific issues.

Group I

1. Labour exploitation of migrant workers
• Domestic workers (working long hours in different houses, sometimes non-stop, without appropriate payment; trafficked to pay off debt in Cambodia; debt bonded slavery).

• Beggars (trafficked to Thailand to beg; people with disability, majority are children placed along public roads with money collected by recruiters or traffickers).

• Fisherman (forced onto boats with threats of violence or death. Can be kept in captivity for up to 8 years on fishing boats, forced to work without breaks. Workers who protest may be tortured or drugged. No regular meals and no healthcare is provided and people who protest can be thrown over-board into sea or not working to meet the demands of the captors or too weak to work. Brokers can secure entrance into Thailand easily. Some workers follow fellow villagers across borders because fellow villagers may have returned with money after a successful period working abroad. Workers don't consider or do not understand risks and other factors in destination countries).

• Undocumented migrants (no passports, they enter Thailand and are confronted with many risks. If confronted by Thai police, they can be arrested. In accordance with Thai immigration law, some are imprisoned. Many incidents of unpaid wages are reported. If arrested, police sometimes collaborate with bosses and collectively force workers to pay off debts).

2. Selling of migrant workers to third countries
   • Withholding wages
   • Foster children exploited

3. Trafficking related to sexual exploitation
   • Fake or forced marriage (women tricked into marrying men, they see a photo and are told by brokers that the man is rich who then arranges documents/visas/plane tickets etc. Women are then trafficked after being threatened and may be forced into marrying men. Women are exploited by recruiters and don’t know where they are actually going to be sent).
   • Procurement of prostitution (form of prostitution from remote areas, women from poor rural areas are tempted to come to the city to work as waitresses but are then sold to brothels).
   • Child sex abuse (some perpetrators seek underage prostitutes. Even if a child agrees to have sex voluntarily, if they are under the age of 16 years, the perpetrator can still be prosecuted).
   • Pornography / child pornography (children tricked into having photos taken of them. Programs are installed on PC’s or phones to sell pornography. Those who benefit from the act can be convicted, i.e. those who sell, buy or share the material face the same legal consequences).

Group II

1. Recruitment of migrant workers, through both legal and illegal channels.
• Workers who travel through legal channels still face risks, especially in destination countries. How do we ensure that legal workers won’t have to face these risks?
• Language issues are a major problem. Workers become victims, abused by their bosses. They try to escape dangerous working situations but risk becoming street workers who are abused even if they succeed.
• Capacity of migrant workers is an issue: i.e. up to two months training in a new field or sector and workers are then sent to country with very different working and cultural norms. An estimate was provided that up to 40% of workers do not cope with the change due insufficient training and preparation.
• Dissemination of information about working conditions, such as legal standards are insufficient.
• Physical challenges faced by workers in certain industries: Workers have to stand for up to 8 hours at a time. Terms agreed upon by agencies and workers differ. Conditions can be very tough.
• Monitoring of workers abroad. How do we monitor? This problem contributes to human trafficking. How do we make sure they are safe overseas?
• Illegal channels are even more dangerous. Greater dangers and risks with less chance of receiving assistance in advance, during or after migration.

2. Sexual exploitation
• Victims are not participating in the process of tackling trafficking and as such, we are not learning from their experiences or gaining a proper understanding of what their situation is. We don’t have sufficient opportunities to learn from victims, to understand their level or awareness prior to migration, how much they understand about the destination country, the risks or how many family members have migrated. Dissemination of information is insufficient. How much time can local authorities spend disseminating information when they lack sufficient resources? Local authorities do not do enough work on prevention and are not effective enough at what they do. Higher level institutions are very active, however grass-roots level work is insufficient.
• Companies are operating illegally. They have branches at village / town level with local brokers. Even if operating companies are registered and operating legally, local brokers may not follow procedures or laws. There is no accountability of brokers by the registered companies. Companies are sending individual brokers to collect workers from rural areas, and brokers do so without proper documentation or adherence to the law.
• Prevention and law enforcement is insufficient. Law enforcement institutions lack essential budgets and don’t have proper mechanisms in place. We need to collaborate more with owners of businesses where migrant workers are employed. Monitoring is a major challenge. The legal system is difficult to navigate, prosecuting offenders in court is particularly challenging.
• Collaboration between stakeholders and relevant agencies is limited. Everyone should take some responsibility. We need to work together for better results. Capacity and abilities differ which means we must collaborate. Some agencies are unable to do what they want to do.
Group III

1. Unemployment: individuals need money to support their families and they tend to seek this through migration.
2. Unsafe migration: lack of information about the risks they may face in destination countries.
3. Migrant workers lack sufficient skills, knowledge and specific information to work safely due to a limited education. They migrate to get whatever work they get access to without any clear understanding on the actual work that would be assigned to them.
4. Capacity to manage living standard of families. Families cannot always generate sufficient income from their own land so decide to sell it, or grow crops which do not cover their overheads. Low expertise leads to low income and debt.
5. Materialism: exposure to modern technology and appetite for electronic goods leads some to migrate to seek wealth.
6. Domestic Violence: No matter how much awareness work is conducted or information is disseminated through the radio or television, this still remains a major issue in many areas.
7. Migration information is not widely disseminated. Brokers trick people and break agreements by supplying incorrect information on companies or destinations for example.
8. Gambling destroys family’s economic status and forces family members to migrate to seek better lives.
9. Disability leads to trafficking of beggars. Disabled people who are eager to help their family but who struggle to earn money are particularly at risk in that they are often persuaded by brokers to leave their homes.
10. Natural disasters affect agricultural businesses of citizens. In the dry season, the lack of a proper irrigation system means that families cannot farm. Many people have little source of income in the dry season and choose to migrate to earn money. This problem is magnified when natural disasters reduce income from farming.
11. Unlawful recruitment by brokers.
12. Fake marriages. Women who suffer from fake marriages are sometimes taken abroad by unscrupulous and abusive traffickers.
13. Child adoption. Traffickers adopt with the intention of abusing or exploiting children.
14. Homeless people without families are particularly at risk.
15. Debt. Some families have significant debts and fathers migrate to try to earn money for their children’s education.
16. Prosecution: recruiters are arrested but their bosses escape arrests located in Thailand or Malaysia.

Group IV

1. Poverty: the need for work and wages to support families.
2. A need for sufficient research into the prevalence and methodologies of trafficking. Ample research is carried out; however it is scattered, uncoordinated and out-dated. The research does not keep pace with the changing patterns of trafficking.
3. Lack of awareness on the legality of cross-border movement, both for victims and perpetrators. Some perpetrators are unaware that what they are doing is illegal. Other migrants are unaware that they need passports or work visas.

4. Legal issues such as implementation, capacity of legal institutions and awareness of applicable legal guidelines and laws.

5. Reporting: the sharing and coordinating or reporting efforts.

6. Corruption, accountability and subsequent lack of prosecutions.

7. After-care policies need improvements in regard to shelters and orphanages and processes etc. They are insufficient and unclear in relation to foster care, temporary care, authority to remove children from homes or situations of trafficking. Accountability is lacking in after care of victims.

8. Guardianship and the laws regarding the transfer of care are major issues.

9. Lack of undercover authority. Police are not permitted to work undercover to expose trafficking. This restricts their ability to capture and prosecute perpetrators.

10. Lack of video or audio recording admissible as evidence in court. The 2010 Penal Code states that you cannot record without permission and that evidence obtained this way is not permissible in court. Victim testimony or perpetrator admission is the only way to secure prosecution and this can be very difficult to obtain.

11. Community Education.


13. The need for greater resources for recovery services.


15. The need to build the capacity of the Ministry of Social Affairs Veterans & Youth Rehabilitation (MoSVY) and the provincial Departments of the MoSVY who implement MoSVY programmes relating to child protection measures.

16. Traffickers are getting more sophisticated in their methods.

17. Holding local actors accountable for domestic trafficking.

Mr Sebastian Boll asked participants to further define the widely mentioned concept of ‘safe migration’ as the workshop continued; pointing out how there was no commonly accepted understanding of the term. He suggested that some people use the concept interchangeably with ‘legal migration’, although it is known that legal migration could still lead to trafficking situations, whereas illegal migration might in fact work out well for many migrants.

The session was closed by Mr Geoff Manthey, workshop facilitator, who said that now many root causes had been identified, participants should work to prioritize these issues and to be more concise. For example, we must consider how an issue such as pornography contributes to trafficking. Pornography itself is not a trafficking issue; what is the problem connected to this that relates to trafficking?

Organizing and Prioritizing Main Problems

Participants worked together under the instruction of the facilitator to group and prioritize the main problems identified above. The criteria for making the prioritization included i) whether
solving this problem would have significant impact on human trafficking; ii) whether there would be enough support to solve the problem; and iii) would we have the capacity and comparative advantage to work on the problem. As a means to prioritize the issues identified, participants were invited to select the three themes or issues that resonated most with them through a voting process. Each participant was asked to place coloured dots next to the three subjects that they felt were most pressing. The Secretariat and Facilitator then grouped overlapping themes and tallied the votes together to identify six topics. The issues selected as most important would then be adopted as the chosen themes for further analysis.

The agreed prioritized problems based on the voting process amongst participants were:

- Labour Exploitation
- Sexual Exploitation
- Awareness Raising / Education
- Unsafe Migration
- Coordination
- Legal Issues
Problem Analysis

After the problems were prioritized, “problem trees” were developed for each priority problem to support the analysis. Beginning with the problem that was identified which was positioned as the trunk of the problem tree, participants then brainstormed on the major causes of the problem by asking “what is causing this to happen?”, identifying a number of policy constraints, capacity weaknesses, social problems and cultural norms, and these became the roots of the tree. The problem analysis was designed to help participants develop a clear understanding not only of the surface problems but also their underlying causes and constraints. The aim is to help all participants develop a common understanding of the chosen topics.

Stakeholders were also asked to discuss the effects of the problems. Branches were created on the problem tree to illustrate how the problem affects the region, country or community. The process involved identifying the most direct effects of the problem, classified using the same categories as were used for the analysis of the causes, such as policy constraints, institutional constraints, capacity weaknesses, or social problems or cultural norms; identifying the main indirect effects of the problem; discussing whether particular groups, such as marginalized populations (persons with disabilities, indigenous groups, etc.) are affected by asking whether their rights and interests are affected. In the problem tree, the effects of the higher level problem are captured in the boxes above the trunk. The following six Problem Trees were constructed:

Group One: Coordination

The spokesperson for group one outlined the issues of the lack of coordination between stakeholders which include the Government, recruitment agencies and NGOs, as a key challenge. A number of key problems were identified relating to coordination such as a lack of clear roles and responsibilities amongst stakeholders involved in the migration process. i.e. Which ministry takes responsibility for migrant workers in Malaysia? There is also a lack of coordination in the sharing of information. This results from a lack of trust between stakeholders. We don’t know if all stakeholders have the same information or if information is consistently shared between ministries. NGO’s compete and don’t work together.

Recruitment agencies have a conflict of interest in helping victims. If we look at the situation abroad, there are no clear mechanisms in place to assist victims and coordinate efforts between recruitment agencies and the Government. Some countries don’t have a labour attaché.

Effects of root causes such as the shortage of coordination include a lack of monitoring and poor implementation of law enforcement. We don’t have the necessary legal instruments to assist victims properly. The lack of coordination causes confusion. The Government claims that NGO’s are too critical of them but the same is said by NGO’s who complain about criticism from the Government.

See Handbook on Planning, Monitoring, and Evaluating For Development Results. UNDP 2009, Pg 38-40 for more on methodology of Problem Tree Analysis.
Employers don’t respect the rights of the workers and there is a lack of accountability for recruitment agencies. If Cambodia enjoys good coordination with destination countries, joint agreements such as treaties should be signed to help the situation.

A comment was made relating to the review of Sub-Decrees 57 and 190. A participant stated that there are gaps in policies but that this is not due to a lack of effort. We need stronger links between stakeholders as nobody takes full responsibility of any one institution. The focus of discussion is on labour, employment and recruitment agencies. However this is only one part of the problem. Responses must consider the sub-national and local level. Discussion here only seems to focus on policy level.
Group two: Sexual Exploitation

The spokesperson for group two stated that the group had identified three central issues related to sexual exploitation. These were fake marriages, child sex tourists and the use of materials to attract or deceive victims. Root causes included debt bondage, unemployment and poor health of family members who then require healthcare.

However, this issue does not just affect the poor. Victims sometimes seek greater wealth either for personal reasons or to assist their family, so migrate abroad to gain better paid work. Victims search for a better life and to improve the reputation of their family. Girls can be forced by their parents to move to seek better wages. These cases demonstrate that awareness levels of family members as well as the individual concerned may also be limited.

Dissemination of relevant information is limited in rural areas. NGO’s work in certain target areas and does not provide wide enough coverage. NGO’s don’t link up or collaborate enough with local authorities or other NGOs. Groups engage and do what they can but in a competitive atmosphere and not in cooperation.

If participants of training sessions do not learn from such courses, they cannot disseminate the information any further. Therefore, information on trafficking risks and sexual exploitation often reach local authorities but not the community members. Law enforcement is limited and greater efforts need to be made to secure justice for victims. Ever greater numbers of people take risks with migration and are more vulnerable to deception. Victims continue to fall for the tricks of traffickers. Victims are embarrassed and so sometimes leave their communities again. It is vitally important to improve coordination to reduce case numbers. A reduction cannot be achieved without the involvement of partners and development organisations however.

A comment was raised in regard to marriages between Khmers and foreigners. Most marriages are perfectly legitimate. Marriages between foreigners and Khmers should not necessarily be seen in a negative light. A suggestion was made to the change term employed (married with foreigner) to something else as this is not the primary issue of concern. Another point was raised that perpetrators are often free due to the lack of cooperation from the victim, who is embarrassed and does not report abuse to the police or provide evidence to prosecutors.

Another participant stated that some form of migration is good for the economy and the country more generally and occurs without problem. We want migrants to choose legal channels and to organise procedures and processes for them to benefit from safe migration.

Mr Geoff Manthey, urged participants not to mix up the issues of migration, prostitution, marriage and exploitation. Marrying foreigners does not automatically result in people being exploited. Serious problems do not occur from most legitimate marriages; however fake marriages are a different matter. He also posed the question ‘is debt bondage a result or a cause of exploitation’?
Group Three: Awareness raising and education

Root causes relate to a lack of information and a lack of resources. The Government’s budget for awareness raising and education on trafficking issues is not allocated correctly. Victim’s capacity to receive information is low. The dissemination of relevant information is weak and messages broadcast through the media on risks should be clearer. Hotlines for victims to contact are not well known. Some hotline numbers change frequently, and companies involved in migration don’t share numbers or promote hotline use. Education standards are low and teachers don’t play proper roles in educating students. Messages on risks and dangers should be easy to understand. Coordination between national and grass roots levels on awareness raising is very limited.

Destination countries tend to look down on citizens of host countries and often consider them illiterate or stupid. This negatively affects our country’s reputation and standing. Law enforcement officers cannot arrest perpetrators who are based abroad.

A participant stated that a comment was made during the presentation relating to the shortage of information on most issues connected to migration. However, this is not correct. We have accurate information on passport costs for example. People might have access to information but not use it or understand it. They lack skills such as languages to protect themselves or deal with the difficult situation in which they find themselves in.

Recruitment agencies promote their activities heavily and have better campaigns and bigger budgets than Government programmes or civil society. Do we have a way of ensuring that agencies are providing the information or conveying the right type of messages? How can we combat the barrage of information provided by unscrupulous agencies?

We talk about raising awareness and education levels. The root cause here is a lack of information and the law enforcement. NGOs need to do more. Information is disseminated in places of departure but not in destination countries. Maybe it would be good to provide more information to migrant workers upon arrival in foreign countries.
Group Four: Labour exploitation

The spokesperson for group four stated that the main problems in labour exploitation result from migrant workers leaving their communities without clear understanding of the conditions that await them and without health care or proper legal documents. They also suffer from being disconnected to their families.

Three main root causes were identified. Firstly, there are individual problems such as a lack of social and cultural understanding with regards to destination countries, a limited understanding of relevant laws and low education levels. Migrant workers often face the problem of illegality, in that if their passports are confiscated by employers or agents, they face an extremely difficult situation. They are disconnected with little or no avenue through which to seek assistance. The desire for financial gain was put forward as a direct cause. Migrant workers are sometime not aware of the potential risks or consequences of leaving the country in such circumstances. They don’t speak the local language and are at risk and afraid of violence, so can be exploited more easily. Yet people continually seek employment either to make personal gains or to support their families. Victims don’t always cooperate with those who attempt to rescue them due to distrust in the authorities.

Secondly, recruitment agencies and employers who benefit from trafficking, often facilitate the process by providing fake documents. Even if stringent laws are in place, perpetrators don’t respect the law or basic human rights.

Thirdly, countries don’t always share information relating to trafficking and don’t cooperate in monitoring. A lack of law enforcement and gaps in law and policies is also an issue. When laws are developed, we don’t know what will happen and what trends in trafficking will appear. The law in 1996 does not cover all forms of trafficking-related crimes, as the situation constantly develops and changes. There is a need to constantly develop laws and policies which is difficult and not practical. The laws of origin and destination countries are not consistent. There is either a lack of jurisdiction on one side or the other, and sometimes a lack of will to enforce the law. There is a monitoring system in Cambodia; the weakness of this system is that it doesn’t cover the whole migration and trafficking cycle, i.e. it does not cover the period when migrants work abroad. Prosecution is not sought in all cases. Victims sometimes want to withdraw from legal proceedings because they travel again to find work in different location.

Discussion on the effects centred on people becoming more vulnerable. The condition of victims worsens as they get trapped in a poverty cycle requiring them to migrate again for work. Family units suffer as a result of this. Victims’ physical and mental health can be affected, and society suffers as a result of having to support and protect vulnerable victims. The loss of the local labour force is an issue and the human resources of the country suffer. This increases the burden on the Government. Traffickers continue to exploit people when justice is not applied. Trust in the competent authorities is eroded. The relationship between the source and destination country deteriorates. The networks of traffickers grow and become more sophisticated.
Questions were posed relating to the shortage of cooperation on the side of the victim in relation to criminal proceedings. One participant stated that victims don’t want to collaborate with the Government for many reasons. There is a lack of trust in Government representatives. The group responded by clarifying that there is a lack of cooperation which is the point being made, regardless of why that is. Another point was raised relating to the relationship between victims and recruiters which sometimes is very close. Family members or friends might persuade victims to migrate for work. As a result, victims don’t always want to identify the perpetrators in their villagers as they are embarrassed. There are many reasons why victims don’t collaborate. Sometimes, they don’t realise they are the victim, and don’t realise that the other person is a recruiter who might be guilty of breaching the law. Victims sometimes believe that perpetrator has tried to help them.
Group IV: Labour exploitation

Labour Exploitation - forced to work contrary to agreements

- No clear conditions
  - Do pay promised rate
  - No time to rest / no health care
  - force to work against their will

- Freedom is deprived
  - disconnect from others
  - legal docs are confiscated

- Employers and relevant people don't take responsibility for what happens

- Employers are greedy & selfish. Do not respect rights/laws

- Lack of cooperation and relevant people

- Lack of cooperation from victims

Lack of knowledge on social and legal issues

Not aware of the effects on or needs of workers

Language barrier, Domestic violence, Being destitute

Lack of skills

Lack of cooperation from victims

Increased poverty
- Fragmented family

Increased vulnerability

Increased problems

Increased social problems

Increase vulnerability
- Increased problems

Loss of human resources

Physical and psychological impact

Effect on relationship between sending and receiving countries

Increased opportunities for exploitation

Wider network or criminals
- More sophisticated methods

Problems for other countries in the region and further afield

Limited law enforcement in sending and receiving countries

Limited prosecutions and victim assistance not efficient

Lack of M&E mechanisms

Lack of confidence for responsible institution

Lack of cooperation.
- Lack of monitoring, evidence gathering and investigations
Group Five: Unsafe migration

The spokesperson for group five stated that unsafe migration was often caused by the situation with victims' families such as illnesses and the need to find income very quickly. Domestic violence is also a contributing factor. The spokesman stated that similar themes had been discussed to those outlined by groups 1-4.

The social situation of victims is the most pressing issue. In addition, materialism was highlighted. Families observe neighbours gaining wealth through individuals working abroad and get pursued to do the same. They earn little from the hard work they engage in and make comparisons with wages in neighbouring countries such as Thailand.

Recruiters who travel to villagers are smart and use sophisticated techniques to trick potential victims. District and community level council authorities are starting to allocate funds to provide social services, however these are still very limited. Community level authorities need more resources and assistance to improve service.

The effects of unsafe migration include abuse and exploitation. Children become orphans or are left in foreign countries and are then abused. A comment was made that the price of passports is still a major problem in that they are too expensive. Community members from rural areas cannot afford them and the process to have them issued is too lengthy thereby the temptation to take short cuts which provide quicker and cheaper access to other countries. A response was made that even if a migrant has a passport, this does not mean that they will be working legally. Also, the price of a working visa with passport is not that high any longer.
Group Six: Legal issues

The spokesperson for group six stated that the problem related to legal issues surrounds the need to provide an operational legal framework to ensure law enforcement and legal knowledge. The roots of the problem relate to a shortage of evidence collection and material. Prosecutions of traffickers are too limited which stems from a shortage in bi-lateral cooperation. We work to rescue the victims, but don't work hard enough to prosecute perpetrators. Victims need better legal services. Not enough complaints are filed as victims have insufficient knowledge about the law. Traffickers are often powerful individuals and victims withdraw complaints, due to lack of trust in authorities and fear the perpetrators. Victims also suffer from discrimination in their communities.

Effects of these problems include more trafficking cases. Victims are not properly identified which results in fewer prosecutions. Impunity is a major challenge. Traffickers are not always aware that what they are doing is illegal. They lack the awareness of relevant rules and regulations.

A participant stated that work is being done on the Prakas to help victims in shelters. Presently, victims in shelters, who have registered with MoSVY, have guardianship while the ones who have not been registered have no guardianship. Another participant commented that it is important to ensure that people have sufficient knowledge of the law. Police are involved in a lot of dissemination of information and training. The Anti-trafficking Law is comprised of just 10 articles when it was adopted in 1996. It has been continually updated and now has over 50 articles. Undercover police work is also an issue as without authority for undercover investigations, we cannot capture perpetrators.
Group VI: Legal Issues

Problem: The need to provide an operational legal framework to ensure law enforcement and legal knowledge

- Perpetrators go free
- Victims are not identified/served
- Trafficking flourishes
- Economic deprivation for victims & stalled economic development for all
- Insufficient number of complaints lodged by victims
- Vicious fear of prosecution
- Social pressure & pressure from companies/RA’s
- Lack of legal awareness
- Legal status as guardians of victims
- Interference by others in prosecution
- Lack of bilateral cooperation (networks based abroad)
- Limited prosecution
- Lack of legal assistance to victims
- Impunity of traffickers
- Law enforcement limitations
- Gaps/misinterpretation in laws re: use of undercover investigations. Authority (including use of video & audio) recordings as evidence in court for AHTJP police.
- Need thorough discussion about pros/cons for undercover work by anti-human trafficking police
- Lack of understanding re: need for & use of global law enforcement methodology of undercover authority
- Lower number of prosecutions, lack of evidence, trafficker impunity. Overreliance on victim testimony, inability to measure prevalence or track activity.
**Vision Statement**

Mr. Manthey divided the participants into six groups in order to brainstorm the development of a vision statement. He asked each group to develop a vision statement that provided a clear goal for the country’s anti-trafficking community to aim for over the next five-year period, to address each of the six main problems identified above. Mr. Manthey emphasized that the vision statements should be high-level goals on which the anti-trafficking community as a whole can focus their efforts.

After the brainstorming session, the participants listed out the following vision statements from each of six groups.

**Group I: Coordination**

**Vision:** Accountable Government and civil society actors coordinating transparently to protect the rights of victims of human trafficking and migrant workers and to combat human trafficking.

An alternative vision was suggested by other participants working in a different group at a later stage of the Consultation Workshop: “All relevant agencies / institutions (Government, civil society and private sector) inside Cambodia and relevant countries have good coordination and collaboration in order to protect victims of trafficking and migrant workers.”

**Group II: Sexual Exploitation**

**Vision:** Reduced ‘false’ marriages between Cambodians and foreigners.

When the vision was discussed amongst all participants, the point was raised that this does not mean all foreigners who marry in Cambodia come to engage in false marriages. The target should be those that do. The main goal is to reduce the number of people engaging in false or fake marriages.

**Group III: Awareness raising / education**

**Vision:** Cambodian citizens have the knowledge, capacity and accurate and specific information to safely migrate so that they can get a better livelihood.

**Group IV: Labour exploitation**

**Vision:** Each country has good cooperation and collaborates well in law enforcement to protect the legal rights and interests of migrant workers in their respective countries without discrimination.

**Group V: Unsafe migration**
**Vision:** Cambodians who are at working age have access to safe migration within the country and throughout the region.

**Group VI: legal issues**

**Vision:** An informed public and well resourced justice system results in an effective and accountable legal response with improved prosecution, law enforcement and assistance to victims.

**Results Map**

Participants created a “Results Map” following discussions on the measures (and structures) that need to be in place to achieve the vision and objectives identified above. The guiding question for this exercise was “what must be done and put in place to achieve the vision that has been developed in a particular area?” Participants were encouraged to take each major problem identified on the trunk of the problem tree and reword it as the immediate positive result with longer-term positive results or effects, articulated as clearly and concretely as possible. The approach taken by participants in developing the results map was to set out the targeted aims in the following lists.

**Group I Results for Coordination**

1. Mobilize victims of trafficking and migrant workers to form unions or community based organisations (CBO’s) to seek justice, represent their needs and to promote opportunities.
2. Comprehensive policies and procedures with clearly defined responsibilities for the management of the migration cycle have been developed.
3. Donor funding policies and strategies are put in place that encourage partnership, cooperation, trust and reduces competitiveness.
4. An increased number of frontline staff working on trafficking and migration issues in destination countries.
5. Commitments and procedures between the Government and NGOs to share accurate information on trafficking and migration in a timely manner.
6. Clear implementation of laws relating to the jurisdiction of government agencies.
7. Stronger and more transparent monitoring of recruitment agencies, with complaints about them dealt in a judicious manner resulting in faster resolution of complaints.
8. An increased Government budget allocation to coordinate operation of Government Working Groups and other mechanisms.
9. The Government issues a Prakas to prohibit Government officials from engaging or becoming affiliated in migration related businesses, especially in relation to their own positions, to avoid a conflict of interest.

**Group II Results for Sexual Exploitation**

1. Increased number of prosecution cases of traffickers.
2. Increased capacity of law enforcers.
3. Mobilized financial resources for capacity of law enforcers.
4. Database created and research on fake marriages conducted. A research baseline is established.
5. Increased knowledge on dangers of false marriage.
6. Increased legal marriages.
7. Decrease in forced marriage.
8. Strengthening coordination among partners.
9. Improved economic conditions of victims.
10. Improved cooperation with victims.
11. Rehabilitated physical and psychological condition of victims.
12. Monitoring and Evaluation system established.

**Group III Results for Awareness Raising and Education**

1. Cambodian people have the capacity and knowledge to migrate in a safe, productive and profitable environment manner. i.e. they develop the ability to obtain well paid jobs.
2. Cambodian people have access to accurate and specific information, to migrate safely without risk.
3. Cambodian citizens enjoy improved livelihoods.
4. The Government and NGO’s jointly increase awareness raising activities with citizens to achieve the vision set out above.
5. Relevant institutions, civil society actors and the private sector have a shared vision in raising awareness and educating people about better employment opportunities.

**Group IV Results for Labour exploitation**

1. Happy families.
2. Workers are free of all forms of abuse and exploitation.
3. People have knowledge and awareness to migrate safely.
4. Appropriate services are available for Cambodian workers in receiving countries.
5. Workers are well paid.
6. People have emotional and physical peace and well-being.
7. Peaceful world.
8. Employers and employees respect each other’s rights.
9. No exploitation, no trafficking in persons, no victims, countries are developed and prosperous, have harmonization between people and the Government and between countries.

**Group V Results for Unsafe Migration**

1. Cambodians have the necessary human resources and capacities to take on and succeed in well paid employment. They are able to work with skills, in professional settings, and are able to understand foreign languages and cultures.
2. Achieve appropriate wages in relation to work loads.
3. Cambodians are well informed about destination countries and working conditions in accordance with their chosen vocation.
4. Adequate healthcare is provided.
5. Knowledge and skills are learned.
6. MOUs with relevant destination countries are agreed upon and signed.
7. Conditions of recruitment are established.
8. Vocational orientation is provided to migrant workers.
9. Pre-departure provision of training on expected conditions in destination countries is provided.
10. Labour inspection mechanism functions which include regular checks.
11. Management of recruitment agencies is carried out effectively.
12. Communication systems between agencies, families and workers operate effectively.

**Group VI Results on Legal Issues**

1. Increased number of prosecutions (labour exploitation, trafficking, sexual exploitation, (domestic / cross border) traffickers / recruiters / abusers).
2. The national media and a functioning dissemination network inform the public about trafficking through TV, community workshops and schools campaigns.
3. The public is aware of and understand trafficking laws, legal rights and from whom and where to seek assistance from.
4. Improved services are provided to victims. Agencies provide more effective services for labour trafficking (legal / recovery services).
5. An increased resource for training and equipment, and authority is provided for police investigations.
6. Increased police partnerships across international borders.
7. Sufficient social services are provided to victims in relation to reintegration, recovery, crisis management, vocational training and job placement.

Participants engaged in an additional discussion by highlighting that during 2008, the police started to enforce trafficking laws, however brothels soon changed to massage parlours or other institutions. This presented additional and a problematic challenge for the police as people no longer used karaoke parlours to engage in prostitution. It is extremely difficult to conduct investigations when the targets continually change and the situation develops so quickly. Sex workers use different premises and do so independently and do not depend on brokers. This makes prostitution difficult to track and difficult to crack down on. A participant responded that attention should focus on technical support and training of the police and prosecutors so that they stay informed about changing circumstances.

Her Excellency Ms. San Arun, drew attention to the fact that although civil society and the Government are well represented here, there are no representatives from the private sector who are involved in this process. She stressed the need to engage with the private sector. COMMIT now recognizes this and so should other stakeholders. It might be wise to also include media representatives in such processes, as much of the focus of the past two days has been on
information dissemination. The private sector engages in significantly more dissemination of information than the Government. Private sector companies disseminate information designed to encourage community members to join companies and to take jobs abroad. Therefore, it is necessary to work with such businesses in order to ensure that the right information is being disseminated.

In terms of cooperation, more attention on cross border cooperation is needed. The Cambodian Government enjoys good level of communication and cooperation with Viet Nam; but there is a need to further strengthen cooperation with Thailand and other countries to fight against this modern slavery.

Problem solving cannot succeed at the national level alone, it must also be done at a grass roots level. For example, we need to work out how best to monitor the flow of people over particular borders. An upcoming workshop will focus on how to monitor the flow of migrants and how to make sure cross-border migration occurs whilst respecting the rights of workers. Harmonization in monitoring and evaluation methodologies is vital and yet not much is seen.

Greater harmonization should be targeted in every sector, covering the whole migration cycle. There needs to be a greater focus on monitoring and evaluation if trafficking is going to be reduced. Partnerships should consider destination and source countries. Cambodia is predominantly a source country; how do we make destination countries respect the rights of workers? She also stated that we should work more with the private sector in order to fight against trafficking as they are an important stakeholder.

The National Committee recently convened a meeting in order to develop certain directions to develop strategic plans for the nation, particularly in regards to migration and sexual trafficking and to report on achievements. The National Committee will also organize a workshop on Management of Labor Migration. The observations and recommendations should also be considered in the new project development. We need to strengthen coordination at a regional level.

Mr. Lim Tith, National Project Coordinator of UNIAP Cambodia Office, thanked Her Excellency San Arun and Her Excellency Chou Bun Eng for contributing to the discussion. He also thanked participants from the government and civil society. Mr Geoff Manthey closed the event by thanking all participants for their contributions and by stating that the results from this Consultative Workshop will inform our thinking for regional work.
Consultation Participants at the end of the Final Session
# Annex: Attendance List

Consultation Workshop on Strategic Visioning for Post-2013 Coordinated Anti-trafficking Efforts in Cambodia  
March 20-21, 2013, Sihanoukville, Cambodia

<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Name</th>
<th>Institution</th>
<th>Position</th>
<th>E-mail</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ms</td>
<td>H.E. San Arun</td>
<td>MoWA</td>
<td>Secretary of State, COMMIT Chair</td>
<td><a href="mailto:arun_san222@yahoo.com">arun_san222@yahoo.com</a></td>
</tr>
<tr>
<td>2</td>
<td>Ms</td>
<td>H.E. Chou Bun Eng</td>
<td>MoI/NC</td>
<td>Secretary of State, Chair of NC/STSL</td>
<td><a href="mailto:cbeng1155@gmail.com">cbeng1155@gmail.com</a></td>
</tr>
<tr>
<td>3</td>
<td>Ms</td>
<td>H.E. Hor Malin</td>
<td>MoWA</td>
<td>UnderSecretary of State</td>
<td><a href="mailto:malinhor@yahoo.com">malinhor@yahoo.com</a></td>
</tr>
<tr>
<td>4</td>
<td>Ms</td>
<td>H.E. Chea Phallin</td>
<td>MoInf</td>
<td>Advisor &amp; Deputy Director General</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Ms</td>
<td>Heng Sithon</td>
<td>MoWA</td>
<td>Deputy Director General</td>
<td><a href="mailto:hengsithon@yahoo.com">hengsithon@yahoo.com</a></td>
</tr>
<tr>
<td>6</td>
<td>Ms</td>
<td>Chhea Manith</td>
<td>MoSY/PTC</td>
<td>Director of PTC</td>
<td><a href="mailto:cheamanith@gmail.com">cheamanith@gmail.com</a></td>
</tr>
<tr>
<td>7</td>
<td>Mr</td>
<td>Chiv Phally</td>
<td>MoI</td>
<td>Deputy Director of AHTJPD</td>
<td><a href="mailto:chivphally@yahoo.com">chivphally@yahoo.com</a></td>
</tr>
<tr>
<td>8</td>
<td>Ms</td>
<td>Puth Nessay</td>
<td>MoEYS</td>
<td>Deputy Director</td>
<td><a href="mailto:puthnessay@yahoo.com">puthnessay@yahoo.com</a></td>
</tr>
<tr>
<td>9</td>
<td>Ms</td>
<td>Chay Sovanny</td>
<td>MoT</td>
<td>Deputy Director</td>
<td><a href="mailto:sovannychay@yahoo.com">sovannychay@yahoo.com</a></td>
</tr>
<tr>
<td>10</td>
<td>Ms</td>
<td>Keo Maly</td>
<td>MoSY</td>
<td>Chief of Office</td>
<td><a href="mailto:keomaly-me@yahoo.com">keomaly-me@yahoo.com</a></td>
</tr>
<tr>
<td>11</td>
<td>Mr</td>
<td>Pich Panha</td>
<td>MoLVT</td>
<td>Chief of Office</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Mr</td>
<td>Ung Vantha</td>
<td>MFA &amp; IC</td>
<td>Deputy Chief of Office</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Mr</td>
<td>Som Vannet</td>
<td>Gendarmrie</td>
<td>Deputy Chief of Office</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Mr</td>
<td>Keo Sovannara</td>
<td>S.T.S.L.S</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Mr</td>
<td>Ran Sopheakvathana</td>
<td>S.T.S.L.S</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Mr</td>
<td>Khlot Sovannreach</td>
<td>MoWA</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Mr</td>
<td>Tha Saravuth</td>
<td>Winrock</td>
<td>Technical Advisor</td>
<td><a href="mailto:stha@field.winrock.org">stha@field.winrock.org</a></td>
</tr>
<tr>
<td>18</td>
<td>Mr</td>
<td>Chem Phalla</td>
<td>UNICEF</td>
<td>Child protection Officer</td>
<td><a href="mailto:pchem@unicef.org">pchem@unicef.org</a></td>
</tr>
<tr>
<td>19</td>
<td>Ms</td>
<td>Sum Satum</td>
<td>KWCD</td>
<td>ED</td>
<td><a href="mailto:kwcd@online.com.kh">kwcd@online.com.kh</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Name</td>
<td>Organization</td>
<td>Position</td>
<td>Email</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>--------------</td>
<td>--------------</td>
<td>---------------------------</td>
<td>-----------------------------</td>
</tr>
<tr>
<td>20</td>
<td>Mr</td>
<td>Ros Va</td>
<td>UNWOMEN</td>
<td>Coordinator</td>
<td><a href="mailto:va.ros@unwomen.org">va.ros@unwomen.org</a></td>
</tr>
<tr>
<td>21</td>
<td>Mr</td>
<td>Sao Sambath</td>
<td>WVC</td>
<td>Project Manager</td>
<td><a href="mailto:sambath_sao@wvi.org">sambath_sao@wvi.org</a></td>
</tr>
<tr>
<td>22</td>
<td>Mr</td>
<td>Chham Bunthat</td>
<td>HCC</td>
<td>Social Work Officer</td>
<td><a href="mailto:bunthatchham@yahoo.com">bunthatchham@yahoo.com</a></td>
</tr>
<tr>
<td>23</td>
<td>Mr</td>
<td>Chhon Reasey</td>
<td>LSCW</td>
<td>Program Officer</td>
<td><a href="mailto:reasey_chhom@lscw.org">reasey_chhom@lscw.org</a></td>
</tr>
<tr>
<td>24</td>
<td>Mr</td>
<td>Touch Socheara</td>
<td>SMF</td>
<td>Program Officer</td>
<td><a href="mailto:socheara@somaly.org">socheara@somaly.org</a></td>
</tr>
<tr>
<td>25</td>
<td>Mr</td>
<td>Michael Hewtt</td>
<td>CARAM</td>
<td>Advisor</td>
<td><a href="mailto:hewtt.michael@gmail.com">hewtt.michael@gmail.com</a></td>
</tr>
<tr>
<td>26</td>
<td>Ms</td>
<td>Tara Neal</td>
<td>Hagar</td>
<td>Operations Director</td>
<td><a href="mailto:Tara.neal@hagarinternational.org">Tara.neal@hagarinternational.org</a></td>
</tr>
<tr>
<td>27</td>
<td>Ms</td>
<td>Ouch Arunnavatti</td>
<td>ARUN REAH</td>
<td>Director</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Ms</td>
<td>Pang Chhenghong</td>
<td>ARUN REAH</td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Ms</td>
<td>Christa Hayden Sharpe</td>
<td>IJM</td>
<td>Field Office Director</td>
<td><a href="mailto:CHAYDENSHARPE@IJM.ORG">CHAYDENSHARPE@IJM.ORG</a></td>
</tr>
<tr>
<td>30</td>
<td>Mr</td>
<td>Oudry Guchole</td>
<td>IOM</td>
<td>Project Development Officer</td>
<td><a href="mailto:goudry@iom.int">goudry@iom.int</a></td>
</tr>
<tr>
<td>31</td>
<td>Mr</td>
<td>Yi Moden</td>
<td>APLE</td>
<td>Project Manager</td>
<td><a href="mailto:officershv@aplecambodia.org">officershv@aplecambodia.org</a></td>
</tr>
<tr>
<td>32</td>
<td>Mr</td>
<td>Sek Sophal</td>
<td>CCPCR</td>
<td>Program Manager</td>
<td><a href="mailto:sk_sophal@yahoo.com">sk_sophal@yahoo.com</a></td>
</tr>
<tr>
<td>33</td>
<td>Mr</td>
<td>Chheang Rithya</td>
<td>M'lop Tapang</td>
<td>Child Protection Leader</td>
<td><a href="mailto:ti@mloptapang.org">ti@mloptapang.org</a></td>
</tr>
<tr>
<td>34</td>
<td>Mr</td>
<td>Ros Yeng</td>
<td>Chab Dai</td>
<td>ED</td>
<td><a href="mailto:ros.yeng@chabdai.org">ros.yeng@chabdai.org</a></td>
</tr>
<tr>
<td>35</td>
<td>Mr</td>
<td>Sebastian Boll</td>
<td>UNIAP</td>
<td>Regional Research Analyst</td>
<td><a href="mailto:sebastian.boll@undp.org">sebastian.boll@undp.org</a></td>
</tr>
<tr>
<td>36</td>
<td>Mr</td>
<td>Geoff Manthey</td>
<td>UNIAP</td>
<td>Consultant</td>
<td><a href="mailto:geoffmanthey@gmail.com">geoffmanthey@gmail.com</a></td>
</tr>
<tr>
<td>37</td>
<td>Mr</td>
<td>Lim Tith</td>
<td>UNIAP</td>
<td>NPC</td>
<td><a href="mailto:tith.lim@undp.org">tith.lim@undp.org</a></td>
</tr>
<tr>
<td>38</td>
<td>Mr</td>
<td>So Hoeun</td>
<td>UNIAP</td>
<td>Project Officer</td>
<td><a href="mailto:hoeun.so@undp.org">hoeun.so@undp.org</a></td>
</tr>
<tr>
<td>39</td>
<td>Mr</td>
<td>Huot Vichheka</td>
<td>UNIAP</td>
<td>Information Analyst</td>
<td><a href="mailto:vichheka.huot@undp.org">vichheka.huot@undp.org</a></td>
</tr>
<tr>
<td>40</td>
<td>Ms</td>
<td>Than Thanaren</td>
<td>UNIAP</td>
<td>Project Assistant</td>
<td><a href="mailto:thanaren.than@undp.org">thanaren.than@undp.org</a></td>
</tr>
<tr>
<td>41</td>
<td>Mr</td>
<td>Yan Vicheth</td>
<td>UNIAP</td>
<td>Intern</td>
<td><a href="mailto:vicheth.yan@undp.org">vicheth.yan@undp.org</a></td>
</tr>
<tr>
<td>42</td>
<td>Mr</td>
<td>Ben Rutledge</td>
<td>Individual</td>
<td>Consultant</td>
<td><a href="mailto:b_rutle@hotmail.com">b_rutle@hotmail.com</a></td>
</tr>
<tr>
<td>43</td>
<td>Ms</td>
<td>Seng Sophea</td>
<td>Individual</td>
<td>Translator</td>
<td><a href="mailto:sopheapov@yahoo.com">sopheapov@yahoo.com</a></td>
</tr>
</tbody>
</table>