

Response to the Questionnaire
of Special Rapporteur on Contemporary Forms of Slavery
Including Its Causes and Consequences

1. There is no case of minorities being subjected to contemporary forms of slavery in Cambodia.
2. There is no case of minorities being subjected to contemporary forms of slavery in Cambodia.
3. There is no case of minorities being subjected to contemporary forms of slavery in Cambodia. Cambodian labour related law and regulations provide equal treatment to all workers regardless of their status.
4. Cambodian labour law provides equal treatment to all workers regardless of their status. Article 12 of the labour law reads that “Except for the provisions fully expressing under this law, or in other legislative text or regulation protecting women and children, as well as provision relating to the entry and stay of foreigners, no employer shall consider on account of: race, colour, sex, creed, religion, political opinion, birth, social origin, membership of workers’ union or the exercise of union activities to be the invocation in order to make a decision on: hiring, defining and assigning of work, vocational training, advancement, promotion, remuneration, granting of social benefits, discipline or termination of employment contract.”

At international as well as regional levels, Cambodia is also an active member state that ratified ILO conventions to protect people from engaging in forced labour and child labour.

On area of implementation, the law and regulations have been strictly observed by mechanism of labour inspection to make sure that there is no practice of discrimination or any other irregularities in labour relation.

5. It is important to note that along with the provision of art 12 of the labour law that provides the same protection and treatment to all workers as well as apprentices regardless of their status, the provision of the labour law under its art 1 governs all relations between employers and workers resulting from employment contracts to be performed within the territory of the Kingdom of Cambodia, regardless of where the contract was made and what the nationality and residence of the contracted parties are.

Therefore whether employer is a non-governmental entities, business or educational institutions it shall strictly adhere to the provision of labour regulations that guarantee equal access to decent work and quality education.



6. Their roles are to mainly cooperate closely with the ministry and relevant authorities to raise awareness of people and observe the law and regulations.
7. There is no case of minorities being subjected to contemporary forms of slavery in Cambodia.

Regarding the impact of covid-19, the government has issued both social and economic measures to make sure that all workers are safe from covid-19, their rights are protected, their social benefits and livelihoods are guaranteed.

8. There is no case of minorities being subjected to contemporary forms of slavery in Cambodia.
9. There is no case of minorities being subjected to contemporary forms of slavery in Cambodia.

However in terms of mechanism, under the scope of work of the ministry, those who may suspect of any such case can report directly to the ministry as well as municipal or provincial department of labour and vocational training through variety means ranging from ministry's page to hot line, telegram group which is widely used or they can come directly to report the case with our officer and their identity is confidentially protected.

10. There is no case of minorities being subjected to contemporary forms of slavery in Cambodia.