

Joint Statement

March 8th 2013

Cambodian Government should ratify ILO convention 189 concerning decent work for domestic workers!

- **Domestic workers rights are women rights!**
- **Domestic worker rights are human rights!**
- **Promote, Protect and respect our domestic worker!**

Both Cambodia and many countries in the world did not recognize domestic work as work and they continue to exclude them from their labor protection. Domestic works were dominated by female's workers, especially young female migrant workers from the rural area. In Cambodia due to the need of local domestic work and migrant domestic workers abroad, younger and younger female migrant workers from the rural area who are also under the minimum age fall into domestic work industry.

In Cambodia even the labor law which was adopted since 1997 provided definition on domestic servant but at this law also excludes protection of domestic workers to enjoy those rights like other workers, especially rights for minimum wage, 8 working hour standards, and maternity leave...etes.

This exclusion result of lacking protections and leave hundred thousand of Cambodian domestic workers, both in Cambodia and abroad fall into the situation of exploited and abused.

The adoption of ILO Convention 189—Decent Work for Domestic Workers on June 16th 2011 is a landmark victory towards securing the rights of domestic workers. This Convention recognizes domestic workers as workers, with rights that are equal to those of all other workers regardless of citizenship or legal status, especially we all understand that the right of domestic workers is women rights and human rights.

Owing to this issue, on the occasion of 102th anniversary of the International Women Rights Day, March 8th 2013, we are the domestic workers, workers from garment and textile industry, workers from Tourist, food and services, government servants, motor taxi, Tuk Tuk drivers, farmers, youths and civil societies in Cambodia appeal to the government of Cambodia to take some measure both administrative and legal measures to promote and protect the rights of our beloved domestic workers as follow:

1. Ratify and implement ILO Convention 189 on decent work for domestic worker.
2. Should recognize the contributions of Migrant Domestic Workers in the country's economic and take immediate measure both administrative and legal measure to protect their rights.

3. Should conduct study on the situation domestic workers in Cambodia and determine the decent wage for domestic workers.
4. Should introduce one day off mandatory for domestic workers in Cambodia which some countries in the ASEAN regional already introduced.
5. Should introduce standard employment contract between domestic workers and household owner and enforce this contract.
6. Set monitoring mechanisms to monitor the working and living condition of domestic workers and the complaint mechanism.
7. Amend the national Labor Law passed in 1997 to extend its cover to domestic workers and includes domestic workers into social protection scheme.
8. To negotiate with governments in the countries of destination on terms and conditions to protect labor rights and basic human rights of domestic workers from Cambodia.

Co- Signed by:

1. Action for Environment and Communities (AEC) – Cambodia
2. Asia Pacific Mission for Migrants (APMM)
3. Asia Pacific Forum and Women, Law and Development (APWLD)
4. Asian Monitor Resource Center (AMRC)
5. Banteay Srei Organization– Cambodia
6. Cambodian Domestic Worker Network (CDWN) – Cambodia
7. Cambodian Food and Service Worker Federation (CFSWF) – Cambodia
8. Cambodia’s Independence Civil-servant Association (CICA) – Cambodia
9. Cambodian League for the Promotion & Defense of Human Rights- LICADHO – Cambodia
10. Cambodian Tourist and Service Worker Federation (CFSWF) – Cambodia
11. Cambodian Worker Center for Development (CWCD) – Cambodia
12. Cambodian Working Group on Domestic Worker (CWGDW) – Cambodia
13. Cambodian Youth Network (CYN) – Cambodia
14. Center for Worker Education (CWE) – India
15. Chab Dai Coalition – Cambodia
16. Coalition of Cambodian Farmer Community (CCFC) –Cambodia
17. Community Action Network (CAN) – Malaysia
18. Community Legal Education Center (CLEC) – Cambodia
19. Dignity International
20. Ecumenical Institute for Labor Education and Research (EILER) - Philippine
21. Gabungan Serikat Buruh Independen (GSBI)/ Federation of Independent Trade Union – Indonesia
22. Hong Kong Confederation of Trade Unions (HCTU) –Hong Kong
23. Independent Democracy of Informal Economy Association (IDEA) – Cambodia
24. International Domestic Worker Network (IDWN)

25. Jaringan Utara Migran dan Pelarian (JUMP) – Malaysia
26. Lembaga Informasi Perburuhan Sedane (LIPS)/Sedane Labour Resource Centre – Indonesia
27. LICADHO Canada – Cambodia
28. Mines Minerals & PEOPLE – India
29. National Free Trade Union (NFTU) – Srey Lanka
30. Pax Romana ICMICA Asia
31. Persatuan Sahabat Wanita Selangor (PSWS)/Friends of Women Organization – Malaysia
32. Projek Dialog – Malaysia
33. Solidarity of Cavite Workers (SCW) – Philippine
34. Strey Khmer Organization – Cambodia
35. Suaram – Malaysia
36. Tenaganita – Malaysia
37. Thai Labour Campaign (TLC) – Thailand
38. Worker Assistance Center, Inc. – Philippine
39. Worker Hub for Change (WH4C)

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