Socio-Economic Impacts of Rural to Urban Migration

"A Case Study of the Urban Poor in Phnom Penh City, Cambodia"

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List of abbreviations

ADB: Asian Development Bank

CDRI: Cambodia Development Resource Institute

HBF: Heinrich Böll Foundation

HRTF: Housing Rights Task Force

IDEA: Independent Democracy of Informal Economy Association

ILO: International Labor Organization

IOM: International Organization for Migration

LDCS: Least Developed Countries

MoLVT: Ministry of Labor and Vocational Training

MoP: Ministry of Planning

MPP: Municipality of Phnom Penh

NGO: Non-Governmental Organization

NIS: National Institute of Statistic

PPS: Phnom Penh Survey

RGC: Royal Government of Cambodia

SPSS: The Statistical Package for the Social Sciences

STT: Sahmakum Teang Tnaut

UNDP: United Nations Development Programme

USAID: United States Agencies for International Development

WAI: Weight Average Index

WB: World Bank

Research Topic: Socio-Economic Impacts of Rural to Urban Migration

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មូលន័យសង្ខេប

ការធ្វើចំណាកស្រុកពីតំបន់ជនបទមកកាន់ទីក្រុងមានទំនាក់ទំនងគ្នាជាមួយការអភិវឌ្ឍសេដ្ឋកិច្ច និងជំរុញឱ្យមានកំណើនសេដ្ឋកិច្ចនៅក្នុងព្រះរាជាណាចក្រកម្ពុជាអស់រយៈពេលជាយូរណាស់មកហើយ។ ការស្រាវជ្រាវនេះមានគោលបំណងវាយតម្លៃពីផលប៉ះពាល់ជាបុគ្គលពីការធ្វើចំណាកស្រុកពីតំបន់ជនបទ មកកាន់ទីក្រុង ដោយផ្អែកលើទិដ្ឋភាពយេនឌ័រ និងទីតាំងភូមិសាស្ត្រ ដើម្បីរកឱ្យឃើញនូវមធ្យោបាយផ្សេងៗក្នុងការពង្រឹងអំពីការធ្វើចំណាកស្រុកប្រកបដោយសុវត្ថិភាព និងធ្វើឱ្យប្រសើរឡើងនូវស្ថានភាពសេដ្ឋកិច្ច-សង្គមរបស់ជនចំណាកស្រុកពីតំបន់ជនបទដែលមករស់នៅក្នុងសហគមន៍ក្រីក្រក្នុងរាជធានីភ្នំពេញ។ ការស្រាវជ្រាវនេះបានកំណត់យកជនចំណាកស្រុកនៅក្នុងស្រុកដែលបច្ចុប្បន្នកំពុងតែរស់នៅក្នុងខណ្ឌចំនួនពីរនៅក្នុងរាជធានីភ្នំពេញ។ ការស្រាវជ្រាវបានរកឃើញថា (១)ជនចំណាកស្រុកទាំងនេះមានលក្ខណៈប្រជាសាស្ត្រ ដោយសំដៅលើទិដ្ឋភាពយេនឌ័រ និងស្ថានភាពគ្រួសារនៅក្នុងខណ្ឌទាំងពីរនេះមានលក្ខណៈប្រហាក់ប្រហែលគ្នា ប៉ុន្តែខុសគ្នាត្រង់ការទទួលបានការអប់រំបន្តិច, (២)មួយវិញទៀតមួយភាគប្រាំក្នុងចំណោមជនចំណាកស្រុកទាំងនេះបានបញ្ចប់ការបណ្តុះបណ្តាលជំនាញវិជ្ជាជីវៈ ក្នុងនោះអ្នកដែលរស់នៅក្នុងខណ្ឌទួលគោកទទួលបានការបណ្តុះបណ្តាលជាផ្លូវការច្រើនសម្រាប់ការងារដែលមានជំនាញពិតប្រាកដ, (៣)ការស៊ីឈ្នួលគេ និងការបង្កើតមុខជំនួញផ្ទាល់ខ្លួនគឺជាប្រភពប្រាក់ចំណូលចម្បង ខណៈពេលដែលពួកគេចំណាយប្រាក់ចំណូលជាច្រើនទៅលើអាហារបរិភោគចុកប្រចាំថ្ងៃ, (៤)ប្រហែល៦៧.៦% នៃជនចំណាកស្រុកទាំងនេះបានស្នើសុំ ឬបានផ្តល់ឯកសារជាច្រើនទៅកាន់អាជ្ញាធរមូលដ្ឋានដើម្បីរកការងារធ្វើ និងសម្រាប់ដូលលំនៅឋាន ហើយមានជនចំណាកស្រុកតិចតួចដែលអាជ្ញាធរតម្រូវឱ្យបង់ប្រាក់ដើម្បីបំពេញបែបបទលើឯកសារទាំងអស់នេះ, (៥)ប្រាក់ចំណូលរបស់ពួកគេពិតជាទទួលឥទ្ធិពលជាវិជ្ជមានពីការចំណាយសរុបក្នុងមនុស្សម្នាក់ក្នុងមួយថ្ងៃ ទំនាក់ទំនងជាមួយអ្នកជិតខាង ការទទួលព័ត៌មានអំពីការធ្វើចំណាកស្រុកប្រកបដោយសុវត្ថិភាព និងទំនាក់ទំនងក្នុងសហគមន៍, (៦)ជនចំណាកស្រុកទាំងនេះបានចូលមករាជធានីភ្នំពេញគឺបណ្តាលមកពីកត្តាុញ្ជ្រានមួយចំនួន (រួមមានកង្វះខាតការងារធ្វើភាពក្រីក្រ និងកង្វះខាតដីស្រុកសិកម្ម) និងបណ្តាលមកពីកត្តាទាក់ទាញមួយចំនួនទៀត(មានដូចជាតម្រូវការកម្លាំងពលកម្មសម្រាប់សាងសង់ ការរកបានប្រាក់ចំណូលកើនឡើង មានហេដ្ឋារចនាសម្ព័ន្ធល្អប្រសើរ និងអាចទទួលបានការអប់រំបន្ថែម), (៧)មួយភាគបីនៃជនចំណាកស្រុកមានផែនការវិលត្រលប់ទៅស្រុកកំណើតវិញ ក្នុងនោះចំនួនភាគរយ នៃជនចំណាកស្រុកជាបុរសមានចំនួនខ្ពស់ជាងស្ត្រី។ តាមការរកឃើញជារួម ការផ្តល់អនុ

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សាសន៍មួយចំនួនត្រូវបានស្ទើរឡើងចំពោះភ្នាក់ងាររដ្ឋាភិបាល ដែគូអភិវឌ្ឍន៍ អង្គការអន្តរជាតិ អង្គការមិនមែន រដ្ឋាភិបាល និងជនចំណាកស្រុក។ អនុសាសន៍ទាំងអស់នេះគឺផ្តោតសំខាន់លើការអភិវឌ្ឍជំនាញ ការផ្សព្វផ្សាយ ឱ្យមានការយល់ដឹង ការបង្កើតឱ្យមានយន្តការគាំទ្រផ្នែកផ្លូវច្បាប់ និងការធ្វើឱ្យប្រសើរឡើងផ្សេងៗទៀតដែលអាច ចូលរួមជាវិភាគទានដល់សមធម៌យែនឌ័រ។

Abstract

Rural-urban migration has long been associated with economic development and growth of the country in Cambodia. This research aimed to assess the personal impact of rural-urban migration, with a focus on gender and geographical perspectives, in order to identify means of strengthening safe migration and consequently improve the socio-economic status of rural migrants in urban poor communities of Phnom Penh. The research sampled internal migrants currently living in two Khans in Phnom Penh. It found that: (1) these migrants shared similar demographic characteristics in terms of gender and marital status in the two Khans, but differed in terms of educational attainment; (2) one fifth of these migrants had completed professional trainings; those from Khan Tuol Kork had more formal training for skilled employment; (3) labor and own-business were the major income sources, while migrants spent the greatest percentage of their daily income on food; (4) 67.6% of these migrants requested or provided documents to the local authorities for employment and house rental and few of them were required to pay for these procedures; (5) income was positively influenced by total expense per person/day, relationship with neighbors, information about safe migration and community cohesion; (6) the migrants came to Phnom Penh as a result of some key push factors (lack of rural diversification and employment, rural poverty, insufficient agricultural land) and pull factors (including construction demand, high income generation, better infrastructure, and further education,) (7) one third of the migrants planned to return back to their home town; this percentage was higher among male migrants. On the basis of these findings, recommendations to government agencies, donors, international organizations, Non-governmental Organization (NGOs) and migrants have been provided. These recommendations focus on skill development, awareness raising, the establishment of a supportive of legal framework, and improvements that contribute to gender equality.

Chapter 1. Introduction

1.1.Background

In the context of globalization, migration has emerged as a defining global issue. Migration refers to the physical movement of humans from one area to another, sometimes over long distances or in large groups. Migration can be internal, i.e. movement within the country of origin, or international i.e. movement from one country to another, and either temporary or permanent. Migration may be motivated by push factors in the sending area or pull factors in the receiving area. Some positive reasons for better employment, freedom and better living condition; while others migrate to escape war, famine, poverty and/or oppression (Anitha, 2015). Migration is an international movement and it is a significant contributor to urbanization, as people move in search of social and economic opportunities or as a result of environmental deterioration. In 2010, more than 200 million people, equal to about 3% of the world's population, lived in a country different from the one in which they were born, and migration within countries continues at high levels. In relation to migration within countries, people were primarily moving from rural to urban areas (Awumbila, 2014). In these days, migration is the world phenomena; safe migration is important for social development and economic growth. A term 'safe migration' defines as a process by which potential, future migrants are made aware of matters, issues and facts in order to avoid risks, exploitation or abuse prior to, during and after the migration process. Safe migration is used within trafficking prevention; informing migrants as to factors in destination countries, labor-related issues and generally migrants' rights (Smit, 2004, 29─30).

In the new era of globalization, both economic and labor migration is on the rise. Due to lack of employment opportunities in developing countries and significantly increased demand for low-wage workers in developed nations, both men and women from least developed countries (LDCS) are migrating to secure employment in other countries that will support themselves

and their families back home. More than half of the world's populations are now living in towns and cities, and the figure is projected to rise to 75% by 2050 with most of this urban growth concentrated in Africa and Asia (UN DESA, 2015). In developing countries, there are twice as many people of around 2.3 billion living in urban agglomerations as there are living in cities in industrialized nations. Moreover, there will be four times as many, totaling 3.9 billion people, 60% of whom will be below 18 years of age in 2030 (UN-Habitat, 2014). Furthermore, in 2013 the World Bank advised that governments of developing nations must prepare to house an additional 2.7 billion people between now and 2050, as migrants move in unprecedented numbers from rural to urban areas to pursue their hopes and aspirations (World Bank, 2013 cited in Brueckner and Lall, 2015).

By 2025, more than half of the population of Africa will live and work in urban centers, compared with 14.5% in 1950, 28% in 1980 and 34% in 1990 (UN-Habitat, 2014). The 2001 South African Census showed that internal migrants accounted for 35% of the population of the city of Johannesburg while cross-border migrants made up only 6.7% (ILO, 2013). Rapid urban growth has been an issue for some time; for example, in Nigeria this trend was apparent before it achieved independence in the 1980s (Awaremi *et al.*, 2011). Many rural people moved in large numbers temporarily or permanently to towns and cities to find new job opportunities, improved livelihoods, and a better standard of living (Karim, 2014). According to Braunvan (2004), people tended to be pulled to areas of prosperity and pushed from areas of decline. Braunvan also found that migrants focused on the benefits they hoped to gain by moving and usually gave less thought to the problems that they would incur as a result of the process. Still rural-urban migration has seen benefits for migrants and for their families remaining in urban areas. For example, a study by Atnafu *et al.* (2014 found that those who migrated from western Kenya to Kenya's urban areas achieved higher wages in urban destinations, and maintained strong communication with people in their hometown and sent remittances to relative who remained there.

While urbanization and urban population growth rates have been falling for some time in all the major world regions, the absolute number of people added to the world's population each year is expected to peak this decade at slightly less than 80 million a year, mostly in Asia and Africa. Approximately 50 million people a year are being added to Asia's urban settlements, while only about 15 million are being added in Africa. However, Asia's share is declining and Africa's is growing, and if current trends continue, by 2050 about half of the 60 million people added to the urban population each year will be in Africa (Tacoli *et al.*, 2015). In 2009 there were an estimated 145 million rural-urban migrants in China, which accounted for approximately 11% of the total population (Hu, 2012). The number of migrants born after 1980 was estimated between 85 million to 100 million. Such high figures were the result of three distinct government policies converged to shape the circumstances for increased rural-to-urban migration in China. They included China's "Reform and Open" economic policy, which created unprecedented growth, and resulted in a significantly strengthened economy, higher incomes across China, and massive foreign investments directed at the manufacturing industry in eastern urban areas. In this context, slower income growth for rural families, increased demand for cheap labor in China's new manufacturing sector, and booming development that encroached on rural lands pushed a large amount of rural surplus labor moving to the cities (Hu, 2002).

In 2013 the Cambodian Inter-censal Population Survey identified an estimated 4,241,693, 2,104,499 (50.4%) or whom were female migrants, accounting 28.9% of the total national population (MoP, 2013). The majority of these migrants were rural to urban migrants, accounting for 24.5% of the national population. In the last two decades, there has been a shift from people displaced by civil war and political instability during the 1980s and 1990s to voluntary migration in search for work. Nhim (2012) asserted that push and pull factors motivated the rural to urban migration for employment. The push factors included difficulties

running a business in the countryside, not enough agricultural land, and lost land within the village of origin. Pull factors included the chance to in the city and earn a higher wage.

Even though migration into urban areas has helped to improve socio-economic conditions and has contributed to poverty reduction of rural people, rural to urban migrants face three important problems: long-term involvement in unskilled employments, safe migration, and high risk and poor living conditions in urban settlements. In Cambodia, the population growth rate between the 1980s and the 2000s was 2.5% per year and the latest studies show that about 60% of the Cambodian populations were aged 24 years or younger (CDRI, 2007). Already a large proportion of young people have entered into the labor force as a result this 'baby boom' (McKenney and Prom Tola, 2002). Indeed, it is estimated that 275,000 young people enter the job market every year (ILO, 2007). A pattern of employment in agricultural sector remains the stable, which is approximately 59% of the total labor force, and agricultural sector is estimated to accommodate more than 211,750 young people. Most of them are seeking agricultural land for farming and for supporting their livelihood activities (Ramamurthy *et al.,* 2001; Theng, 2009). This trend suggests that there will be surplus of labor and this surplus will likely lead to more outgoing migration. Similarly, Diepart (2010) found that migration to urban areas could be the result of labor surplus in rural areas. Furthermore, land speculation arose after the land law was enacted in August 2001 and official land titling was distributed, and this has resulted in rapid increases in the price of land. This has convinced many small landholding farmers to sell their land and become wage labor migrants (Diepart and Ly, 2010).

Generally long-term Cambodian migrants are engaged in construction, factory work, plantation work, domestic help, and fishing i.e. predominantly 3D jobs—Dirty, Difficult and Dangerous (IOM, 2006, cited in IOM, 2010, p.15). Furthermore, the majority of the rural migrants were engaged in unskilled jobs including construction workers, porters, farm workers and garment workers with low rates of payments (Acharya, 2003). Still, a study

conducted by the International Labor Organization (ILO) in 2001 revealed that young migrants often struggle to secure employment due to low education and lack of skills (ILO, 2007). The main engines of economic growth and social development which are sources of employment creation – garments, construction, communication and tourism of Cambodia - are inadequate for absorbing this labor surplus. Furthermore, it is likely that unemployment in urban areas as well as unemployment or under employment in rural areas will increase due to exploitation of natural resources made by big companies, have forced more young people to leave their villages and seeking for job in the urban areas (Houghton, 2003). A study by Heinrich Böll Foundation in 2014 found that limited opportunities for education have generated a large pool of unskilled workers seeking for employment, and the job creation rate is currently not meeting the constantly growing labor supply. At the same time, the availability of vocational and life skill training is very limited (ADB, 2015).

In recent years, scholars in Cambodia have extensively studied international and internal migration (AF, 2011; Chan, 2009; Hak, 2011; Heng, 2013; Maltoni, 2007; Max and Rim, 2013; Walsh and Ty, 2011; Lee, 2006; Walsh *et al.*, 2011), urbanization and rural movement (Lim, 2007; MoP. 2012); poverty, remittances and inequality (Gemzell, 2011; Hing *et al*, 2013); illegal migration and forced displacement and migration (Hing *et al.*, 2011; JRS Cambodia, 2012) and impact on older age parents (Hak *et al.*, 2011). However, there has been a lack of focus on the experiences of those who move from impoverished rural circumstances to urban poor areas. This study seeks to fill this knowledge gap. It is believed that this research study will contribute to policy development and the provision of specific services to improve the circumstances of rural migrants living in urban poor areas in Phnom Penh..

1.2. Aim and Objectives

The overall aim of this research was to propose means of strengthening safe migration to improve socio-economic status of rural migrants in urban poor communities of Phnom Penh with a focus on gender and geographical perspectives.

The research objectives were as follows:

- To analyze professional (i.e., skills and types of jobs) and socio-economic (i.e., housing, education, health, and social acceptation) changes for rural-to-urban migrants;

- To examine characteristics of safe migration from rural to urban areas of Phnom Penh, with a gender perspective; and

- To explore the near-future plans of rural-to-urban migrants, and possibility of returning back to their rural communities.

1.3. Research questions

- Are rural-to-urban migrants employed in skilled or unskilled work roles?

- How could rural-to-urban migrants successfully improve their living conditions in urban poor communities of Phnom Penh?

- How safe are rural women migrating from rural to urban areas of Phnom Penh?

- Are migrants planning to return home after a period of time in Phnom Penh?

1.4.Significance of the Research

The research produced quantitative and qualitative data, both of which are useful for policy development, planning, and project design in supporting safe migration from rural to urban areas in Cambodia. Theresearch findings and recommendations will provide valuable information to the Royal Government of Cambodia (RGC) - in particular, the Ministry of Labor and Vocational Training, the Municipality of Phnom Penh (MPP), the Ministry of Social Affairs, Veterans and Youth Rehabilitation - that can facilitate improvements of policies and planning in relation to rural to urban migration. They will also be used by international donors, such as the International Organization for Migration (IOM) and the United Nations Development Programme (UNDP), to learn how they could support the government and Non-governmental Organizations (NGOs) to carry out projects for improving the living status and living environment of internal migrants, capacity building youth migrants

to enable them to secure decent jobs, and promoting safe migration through socio-economic and legal support. Finally, the findings of the research will be useful sources of information and data for the project design and program implementation; they will be used by NGOs to raise awareness among migrants from rural areas to ensure safe migration and to improve migrants' living condition in urban areas.

1.5. Scope and Limitation

This research was conducted to strengthen safe migration through improving socio-economic development of rural people moving into urban poor communities of Phnom Penh focusing on gender and geographical perspectives. The research specifically focused upon professional development (i.e., skills and types of employments) and socio-economic changes (i.e., housing, education, health, and social acceptation); characteristics of safe migration from rural to urban areas, and the near-future plans of rural to urban migrants, including possibility of returning to their rural communities. With time and financial constraints, the research was conducted in two different Khans of Phnom Penh for comparative cases; they included Khan Tuol Kork and Khan Steung Meanchey.

In order to avoid data bias, information as obtained from a range of sources. In addition to the survey among the migrants in the two Khans; key informant interviews were conducted with national and international NGOs and local authorities. The study was able to secure interviews with all identified key informants, except the Sangkat governor of Steung Meanchey in Khan Meanchey. This study had a number of limitations, both in the issues covered, and the sampling design and procedure. Some important issues were not covered in the study were the impact of reduced prices of house rental, water and electricity. The research strategy is very new, and it was hard to evaluate these impacts during the field work. Regarding the sampling design and procedure, the research team found it hard to find male respondents because they were away at their jobs. As a result, the survey had a larger proportion of female respondents.

Chapter 2. Methodology, Profile of Study Areas and Migrants

2.1. Type of Research

This is an applied research study, designed to gather both quantitative and qualitative data relating to the problems faced by migrants who move from rural to urban areas of Phnom Penh. To respond to the study objectives and research questions, the research is descriptive and covers topics such as formal training, living conditions, safe migration and perspectives about the future.

2.1.1. Criteria of selection

There were three criteria for selecting respondents:

- The respondents were migrants from rural areas of Cambodia who have settled down in the urban poor communities for employment;

- The interviewed migrants had jobs or experience working in Phnom Penh;

- They were living in one of two Khans selected as the sample area for this research: Khan Meanchey (an outer Khan) and Khan Tuol Kork (an inner Khan).

2.1.2. Sampling size and sampling design

Prior to recruiting survey respondents, the required sample size was calculated using the Yamane (1967) formula.

The calculation was based on the following formula:

$$n = \frac{N}{1 + N(e)^2}$$

N = Total population size

e = Level of precision/Standard error

n = Sample size

The level of precision used in calculating was based on a 9% standard error so that the findings could be generalized and represent the context of the two study Khans. The figure National Institute of Statistics (NIS) shows that 33.33% of the residents in Phnom Penh are migrants. On the basis of this and figures in the Phnom Penh Survey (PPS) in 2014, it was estimated that there were 4,126 migrant households in Khan Meanchey and 2,288 migrant households in Khan Tuol Kork. Based on this information the Yamane formula revealed that, a sample size of 219 respondents was required, including 113 respondents in Khan Meanchey and 106 respondents in Khan Tuol Kork (See Table 1).

Table 1. Sampling size and sampling design

Study area	Urban poor population	Sample size
Khan Meanchey	**4,126**	**113**
Khan Tuol Kork	**2,288**	**106**
Total		**219**

Source: PPS, 2014

To select the study areas of this research, cluster sampling was used to divide areas of interest into inner Khan and outer Khans. With a method of cluster sampling, Khans in Phnom Penh were divided into: Inner Khan and Outer Khan. Using purposive sampling, Khan Tuol Kork and Khan Meanchey were selected as sites for interview. Stratified sampling was used to select respondents who were migrants, and who were either skilled or non-skilled, and male or female.

Figure 1: Sampling design and procedure
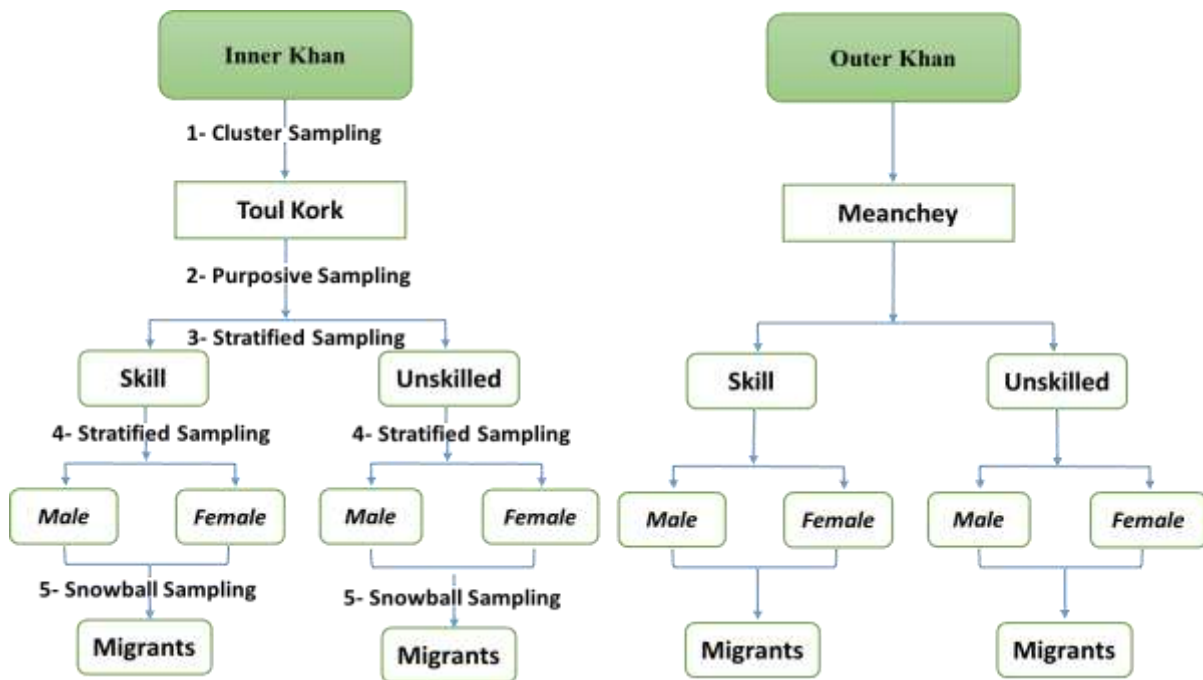
2.2. Data collection methods

2.2.1. Secondary data sources

Background information was collected from a range of sources including academic papers, policies, and available publications.

2.2.2. Primary data sources

a. Reconnaissance survey and field observations. Before conducting the interviews, the research team went to visit the study sites in Khan Tuol Kork and Khan Meanchey in order to examine the general situation. They observed people's living conditions and the geographical areas, and met with agencies responsible for collecting demographic data. By this means, the research team gained knowledge that was useful for the development of the questionnaire and sampling design and procedure.

b. Round table meeting. Before conducting the survey, a round table meeting was conducted with government agencies and NGOs. Participants included the Ministry of Labor and Vocational Training (MoLVT); Independent Democracy of Informal Economy Association

(IDEA); Housing Rights Task Force (HRTF); and the International Organization for Migration (IOM). The objective of the meeting was to identify issues to include in the survey.

c. Household survey. A structured questionnaire was employed to interview household heads in order to gather individual information. The STT research team conducted the survey in the two study Khans between July 5th and August 15th 2015.

d. Key informants. The researchers also conducted interviews with key informants. These included government officials, local authorities and NGO staff. Key informant interviews were an important tool to help the researchers learn more about the policies and program implementation of relevant organizations. However, it was unfortunate that some key government agencies could not be reached for the interview, for example the Ministry of Labor and Vocational Training.

e. Focus Group discussions. FGD were conducted to allow migrants an opportunity to express their perspectives about living conditions, socio-economic changes and future plans and destinations. In each studied Khan, a group of 10 people were invited for the FGD; it was equally divided by male and female group to represent the migrants in the study areas. They were invited to discuss, to share their problems faced, to get consensus regarding to the discussed issues. A FGD was conducted in Village 1 of Khan Meanchey and another was taken place in Village 23 of Khan Tuol Kork.

2.3. Data analysis

2.3.1. Quantitative analysis

The Statistical Package for the Social Sciences (SPSS) was used to enter and to analyze quantitative data collected from the survey. The research employed both basic and advanced statistical analysis techniques as follows:

a. Frequency and percentage tools were applied to analyze demographic data and socio-economic information of respondents by using tables and figures.

b. *T-test analysis* was employed with two important analysis tools: (1) One sample T test was used to establish whether there was a difference between level of education and 6-year basic education (historically, the government's benchmark for literacy in Cambodia), level of income generation and poverty line; and (2) An independent sample T-test was applied to assess whether there was a significant difference in perspectives based on gender, geographical areas and relevant attributes.

c. *Weight Average Index (WAI)* was applied to assess the degree of satisfaction with socio-economic changes resulting from migration in terms of living conditions, housing, food shortages, capacity building, children's education, health care, community cohesion, public services and social acceptances of migrants in the city. A five point scale was used: (1) Very Low, (2) Low, (3) Moderate, (4) High and (5) Very high.

e Simultaneous Multiple Regression was used to predict whether the suggested variables significantly contributed to the daily income of migrants. These variables included gender, level of education, skills, and total expense per person/day, relationship with neighbors, community cohesion and information about safe migration. Attempts were made to identify the factors that significantly influenced the villagers' daily incomes.

2.3.2. Qualitative analysis

Qualitative techniques were used to analyze and back up the quantitative data, by using content situation analysis. Situation analysis was used to analyze qualitative data to acquire a richer perspective to support the quantitative data. The findings elicited from this technique provided the context and knowledge in order to assess the socio-economic circumstances of the migrants, as well as their skills and professionalism, safe migration awareness, working environment, and future plans to return back to their home town.

2.4. Profile of the Study Areas

2.4.1. Urban Poor in Phnom Penh

In 1991, the Paris Peace Agreement helped to form a new government; the national reconciliation policy was then established to allow about 200,000 displaced people who had lived in the refugee camps in Thailand, and along the Thai-Cambodia border, to repatriate (Chap, 2006). These people lacked basic necessities including land and housing. The safety net for the urban poor was very limited and continues to be threatened by the internal displacement of people, poor sanitation, lack of public services and employment opportunities, fires and other problems (ADB, 2001). Today Phnom Penh continues to draw low-income migrants who come looking for work in the city's factories, markets and construction sites. Although Phnom Penh's growing economy depends heavily on the cheap labor that these people provide, the city has been unable to offer them much in return by way of affordable housing or assistance (Kerr and Leonhardt, 2001).

Overall, urban areas are better developed than rural areas, which is why there are many poor living in the cities. Most of them live in slum areas in Phnom Penh. The urban poor have been identified as among the most vulnerable groups in the country, being at greater risk of exposure to violence, criminal activity, prostitution, drug abuse, and HIV/AIDS in addition to the usual threats of insecure livelihoods and a degraded environment (ADB, 2001). According to the Municipality of Phnom Penh (MPP) (2012), in the past two decades Phnom Penh city has experienced rapid economic growth, with its population doubling between 1998 and 2008, mostly owing to the in-migration of rural Cambodians seeking jobs in the city. In 1998, one in every twenty Cambodians lived in Phnom Penh, whereas it was estimated to be one in ten in 2012 with a projected population of more than 1.6 million living in the capital.

Since 2003 the MPP has been establishing communities for urban poor families as a means of easily managing and developing these areas. A study conducted by Sahmakum Teang Tnaut (STT) in 2013 identified 340 urban poor settlements in Phnom Penh, (STT, 2014). However,

in 2015 the MPP identified 250 urban poor communities only, located in 48 Sangkat of 12 Khans, with a total number of 88,174 people, equal to 20,441 families and 18,479 houses (MPP, 2015).

Map 1. Urban Poor in Phnom Penh
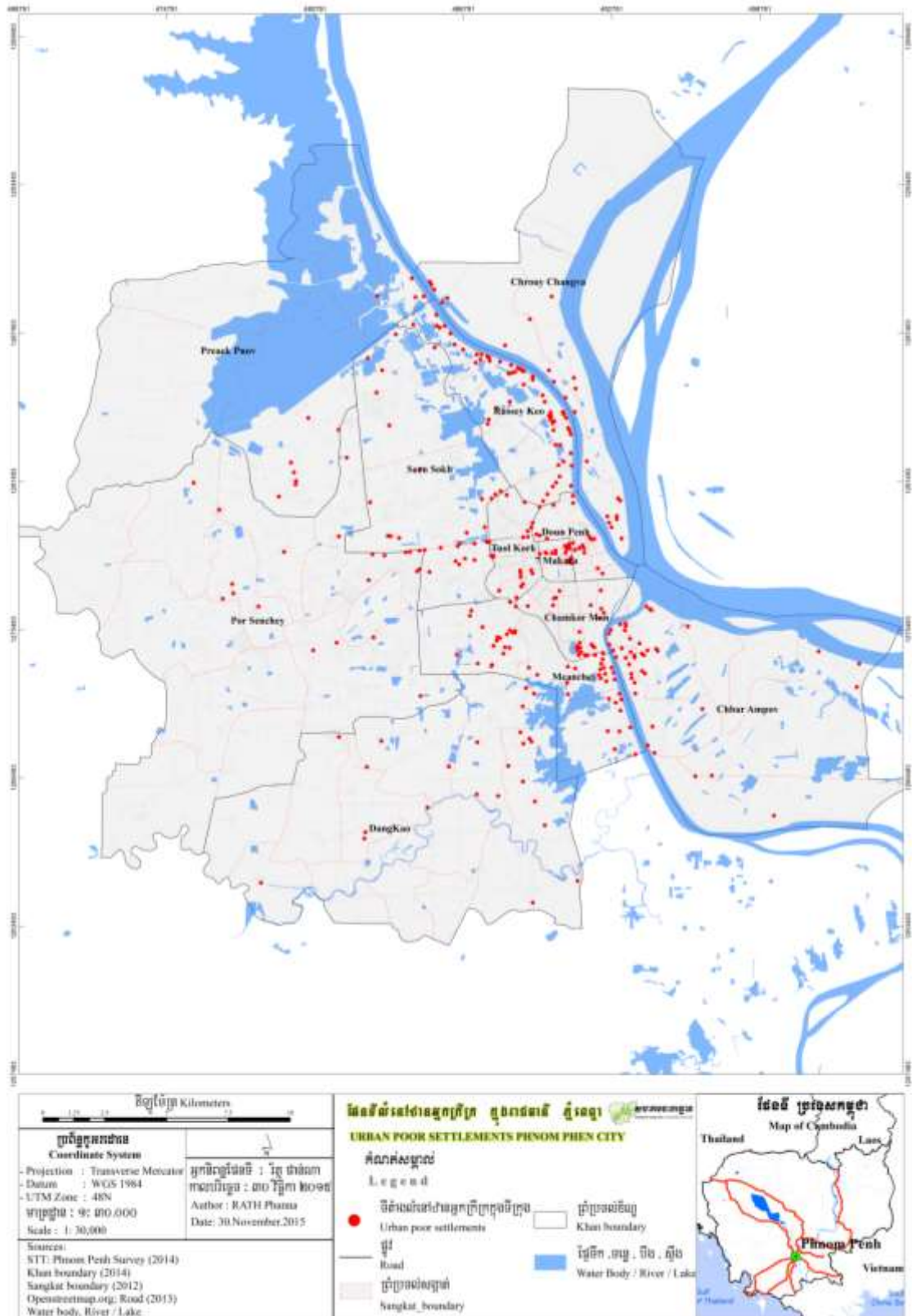
2.4.2. Khan Tuol Kork

Tuol Kork is a Khan in the north of the city of Phnom Penh. Tuol Kork is well known for the large villas in the northern part of the district. This Khan is subdivided into 10 Sangkats, including Sangkat Phsar Depou Ti Muoy, Phsar Depou Ti Pir, Phsar Depou Ti Bei, Teuk Laork Muoy, Teuk Laork Ti Pir, Teuk Laork Ti Bei, Boeung Kak Ti Muoy, Boeung Kak Ti Pir, Phsar Deum Kor, and Sangkat Boeung Salang, and 143 Kroms. The Khan has an area of 7.99 km². Based on the National Committee for Sub-National Democratic Development's (NCDD) Commune Database, in 2014 there were 26,658 households with the total population of 146,487 people, of which 75,375 were women. This Khan is host to one of the major Cambodian universities, the Royal University of Phnom Penh (RUPP).

Map 2. Urban Poor in Khan Tuol Kork

2.4.3. Khan Meanchey

Khan Meanchey is located in South East of Phnom Penh city. It has a total land size of 24,494.04 km^2, is divided into four Sangkats (i.e. Sangkat Steung Meanchey, Sangkat Boeung Tompun, Sangkat Chak Angre Leu, and Sangkat Chak Angre Krom) and contains 46 villages. The total population was 181,259 people or 33,364 households, of which 139,065 are adults (ie aged years and over), 97,713 are female, and 70,162 are adult women. Population density is 7,401 people per square kilometer. In relation to occupation status 2,372 people depended on selling windows, doors, tables, commodities and other handicrafts, while 51,100 residents made their living by providing services, own businesses, transportation service and other services.

Map 3. Urban Poor in Khan Meanchey
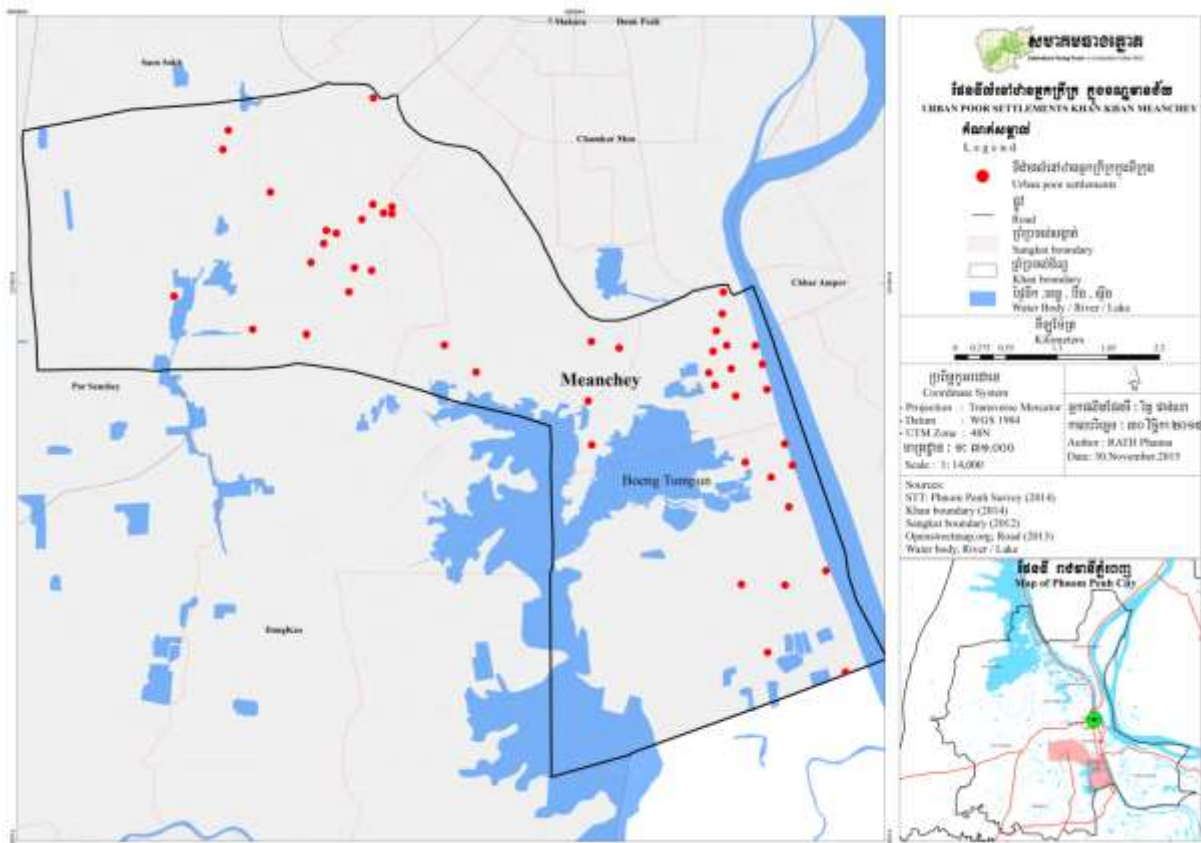
2.5. Demographic information

A total of 219 internal migrants were contacted for interview, of which 108 migrants were in Khan Tuol Kork and other 111 migrants were in Khan Meanchey. A summary of the demographics for these samples can be found in table 2. The high representation of women within the sample population (70.8%) reflects the fact that more women were available during the times that field work was conducted, rather than suggesting that more migrants are female. The average age of interviewees was 38.7 years, with approximately 60% aged between 21 and 40 years old. In comparison to Khan Meanchey, more interviewed migrants living in Khan Tuol Kork were aged 20 years. In both areas, the majority of the migrants were married and lived with their spouses and children.

The research found that participants' educational attainment was not significantly lower or higher than primary education of 6 years (*P*=0.860*)*. The interviewed migrants in the two Khans had an average education of 5.5 years; with the migrants living in Khan Tuol Kork (6.6 years) demonstrated significantly higher level of education (*P=0.000*). The same analysis also shows that there was significant difference in the educational attainment of men and women (*P=0.000).* Male migrants were more likely to attain higher education (average Grade 8) than female migrants (average grade 5). In both Khans the most common level of educational attainment was primary school. However, in Khan Meanchey the second most common response was illiteracy. By comparison, in Tuol Kork the second most common level of educational attainment was lower secondary school and 14.8% had a University education (compared to 2.7% in Khan Meanchey). Only 1 respondent (living in Tuol Kork) had received vocational training.

Table 2: Demographic characteristics of migrants

Attribute	Toul Kok		Meanchey		Overall	
	(n=108)		(n=111)		(n=219)	
	N	%	N	%	N	%
Gender						
Male	36	33.3	28	25.2	64	29.2
Female	72	66.7	83	74.8	155	70.8
Age group						
20 and below	4	3.7	2	1.8	6	2.7
21-40	62	57.4	63	56.8	125	57.1
41-60	36	33.3	41	36.9	77	35.2
61 and above	6	5.6	5	4.5	11	5.0
Average	38.2		39.5		38.75 [a., b]	
Marital Status						
Single	12	11.1	7	6.3	19	8.7
Married	81	75.0	89	80.2	170	77.6
Divorced	5	4.6	6	5.4	11	5.0
Separated	3	2.8	2	1.8	10	4.6
Widow/widower	7	6.5	7	6.3	14	6.4
Educational attainment						
Illiterate	16	14.8	30	27.0	46	21.0
Primary	33	30.6	41	36.9	74	33.8
Lower secondary	31	28.7	26	23.4	57	26.0
Upper secondary	11	10.2	11	9.9	22	10.0

University	16	14.8	3	2.7	19	8.7
Vocational training	1	0.9	0	0.0	1	0.5
Average	*6.6*		*4.5*		*5.5* [c., d. e]	

Note: [a.] T-test analysis between the two Khans studied, t =3.721, *P value*=0.000; [b.] T-test analysis between gender, t=5.227, *P value*=0.000; [c.] T-test analysis with education of grade 6, t=-1.726, *P value*=0.86; [d.] T-test analysis between two khans studied, t=3.721, *P value= 0.000*; [e.] T-test analysis between gender education, t=5.227, *P value= 0.000*. *P* value =0.000.

Figure 2 illustrates that when participants first arrived in Phnom Penh. Migration began as early as 1980. Since then migration patterns have fluctuated, with the greatest number of arrivals in Khan Meanchey in 2000 and in Tuol Kork in 2013. More migrants came to Khan Meanchey in 2000 as they wished to run their own businesses or to collect rubbish (scavenger dealers) as the location is adjacent to the rubbish dumps, while others came to be street vendors and construction workers. In 2013, a large flow of migrants moved into Khan Tuol Kork and settled in the area to run their own businesses or become street vendors.

Figure 2: Date of arrival in Phnom Penh
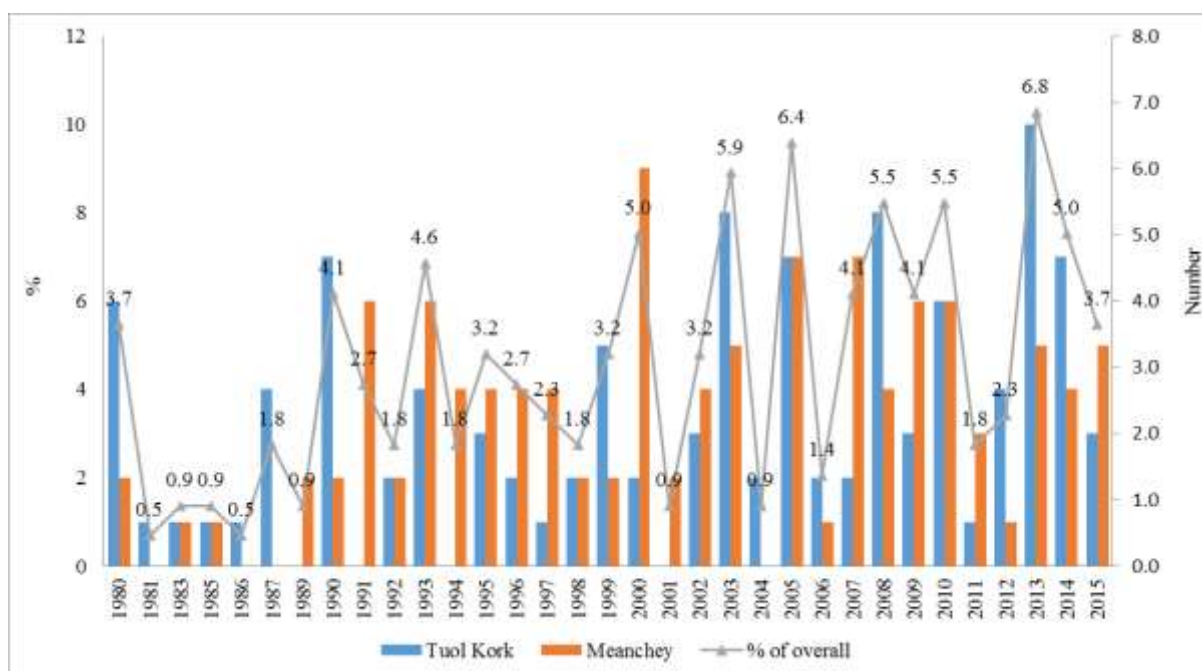
The interviewed migrants were employed in various roles, as can be seen in Table 3. Running their own business (30.6%) was the most common form of employment among migrants, especially women. These were small scale businesses; they opened small stalls at home, in

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markets or in public parks. More people ran their own business in Khan Meanchey (32.4%) than in Khan Tuol Kork (28.7%).

Table 3: Primary occupation of migrates

Attribute	Tuol Kok		Meanchey		Overall	
	n=108	%	n=111	%	n=219	%
Garment worker	3	2.8	5	4.5	8	3.7
Construction worker	5	4.6	4	3.6	9	4.1
Street vendor	12	11.1	7	6.3	19	8.7
Motor taxi driver	4	3.7	4	3.7	8	3.7
Own business	31	28.7	36	32.4	67	30.6
Company staff	11	10.2	6	5.4	17	7.8
NGO staff	3	2.8	3	2.7	6	2.7
Government's official	4	3.7	0	0.0	4	1.8
Stay home	20	18.5	20	18.0	40	18.3
Rubbish collector	7	6.5	11	9.9	18	8.2
Student	7	6.5	1	0.9	8	3.7
Others	1	0.9	14	12.6	15	6.8
Average of people having jobs per HHs	2.0		1.9		1.8 [a] *(t=.309)*	

Note: [a] T-test analysis between the two study Khan, *P=0.758*

Almost one fifth of the migrants – all of whom were women - stayed at home to cook and to take care of children, rather than being in the formal labor market. In these cases, their husbands or children were working to support the whole families. Approximately 12% of participants were engaged in skilled employment, including working for professional companies (7.8%), NGOs (2.7%) or the government (1.8%). Furthermore, more people were employed in these skilled roles in Khan Tuol Kork (16.7%) than in Khan Meanchey (8.1%),

with the greatest differences in the number of people employed as company staff or government officials. 28.4% of the respondents worked in some form of labor role i.e. garment workers, construction workers, street vendors, motor taxi drivers, rubbish collectors. There was no significant difference in the number of people working in these types of roles, although more people in Khan Tuol Kork worked as street vendors (11.1% vs. 6.3%) and there were more rubbish collectors in Khan Meanchey (6.5% vs. 9.9%). Furthermore, there were significantly more students in Tuol Kork (6.5%) than in Khan Meanchey (0.9%). In Tuol Kork, an average of 2 people per household was engaged in employment, while 1.9 people per household were employed in Khan Meanchey. T-test analysis confirmed that this difference was not significant (*P=0.758*).

Chapter 3. Skills, Formal Training, Income, and Expenditure of Migrants

3.1. Skills and Formal Training of Migrants

Focus group discussions highlighted that workers with specific skills, for example accounting, marketing, sewing, or hair cutting found it easier to find employment in Phnom Penh both when they arrive and since this time. Those who held skill such as architecture, agriculture, management, accounting, or marketing could find jobs with companies, NGOs, and government agencies. Unfortunately, the majority of migrants had little skills to seek for decent jobs; only one fifths of them had specific skills due to their current jobs. In Khan Tuol Kork, more migrants had formal training, so could find work from companies and government agencies. In contrast, migrants in Khan Meanchey lacked formal training, but had sufficient skills to secure labor work. Some 8.2% of the migrants also obtained skill training through their work; this was more often the case in Khan Meanchey (9.9%). For labor work, for example work in construction garments factories, the migrants were not required to have specific skills.

Figure 3: Acquisition of skills among migrants
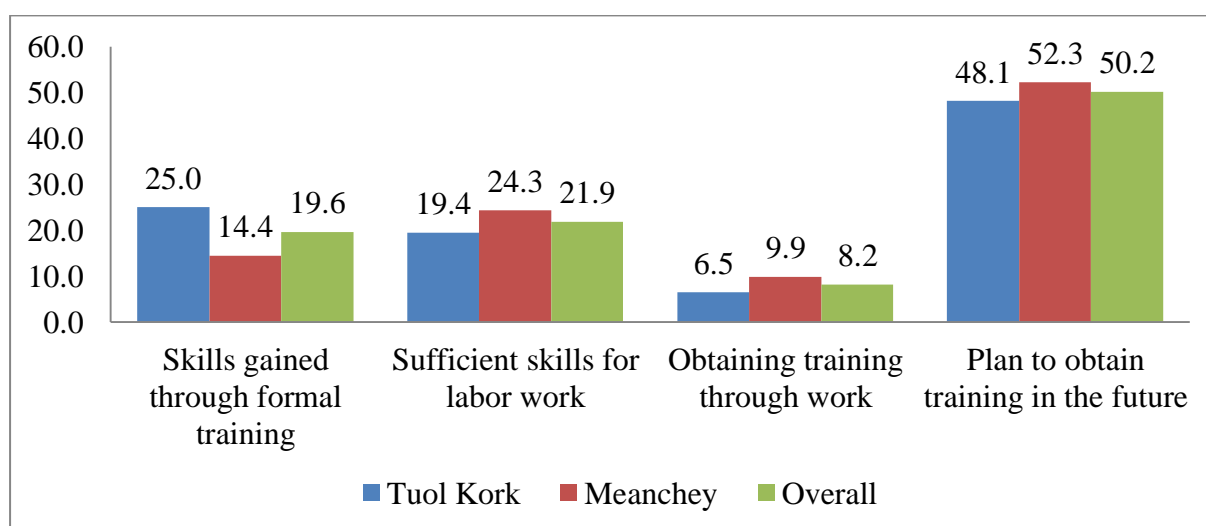
In terms of the 219 people surveyed, only 19.6% identified that they had a specific skill, with more residents identifying specific skills in Khan Tuol Kork (22.4%) then in Khan Meanchey (14.4%). This means that the majority of rural-to-urban migrants interviewed were also

unskilled migrants. Differences were observed between the skills sets of migrants living in Khan Tuol Kork and those in Khan Meanchey. In Khan Tuol Kork, in the most common skill sets were administration, accounting and garments manufacturing (Table 4). Garments manufacturing skills were also relatively common in Khan Meanchey, as were work with machinery and driving. Positively, half of the migrants were planning to access training to develop their skills and knowledge, and some reported that they were prepared to spend part of their income to achieve this. Female migrants wished to take courses in relation to hair dressing, sewing and make-up, while male migrants preferred to take course on repairs of devices, such as phones, TVs and motorbikes.

Based on the group discussion among the migrants in the two study Khans, migrants in Khan Tuol Kork were more likely to hold more types of professional skills than those in Khan Meanchey, which accounts for the higher proportion of employment in professional companies, NGOs, and government agencies described in section 2.5. During a round table meeting organized at STT office, participants expressed the view that migrants that came to Phnom Penh for tertiary education were more likely to get skilled and decent jobs. In contrast, the group felt that those whose came to Phnom Penh for employment immediately tended to end up their employment in unskilled sectors, i.e., driving, construction and cleaning.

When asked about the skills they would like to develop, the migrants in both Khans revealed similar preferences, i.e., food industry, garments industry, beverage industry, as a mechanic and beauty salon; few migrants in Khan Tuol Kork preferred to have skills in administration.

> *"The preferences of migrants in terms of the skills they would like to develop are closely associated with their general education, types of current employments and future plans (Ms. Dum Chanthida, program assistant, personal communication, International Organization for Migration. May 2015)."*

Migrants in both Khans were unhappy with the demand for specific skills in order to gain employment. In Khan Toul Kork, migrants reported that there was greatest demand for skills

in the garments industry, with the food industry, administration, beverage industry and work as a mechanic also ranking highly, in that order. By contrast, in Khan Meanchey, skills in the food industry were seen to be in the greatest demand, followed by skills in the beverage industry, garments industry, and work as a mechanic, respectively.

> *"The recent growths of restaurants and nightclubs have made high demands of labor for*
> *food and beverage in both study Khans (Mr. Ven Sinuon, Chief of Village 15, personal*
> *communication, September 2015)."*

Table 4: Skills held, preferred and with high demands for employment

Type of skills	Skill held				Skill preferred				Skill with high demand			
	Tuol Kork (n=108)		Meanchey (n=111)		Tuol Kork (n=108)		Meanchey (n=111)		Tuol Kork (n=108)		Meanchey (n=111)	
	N	%	N	%	N	%	N	%	N	%	N	%
Machinery	1	0.9	3	2.7	13	12.0	9	8.1	13	12.0	7	6.3
Finance	2	1.9	0	0.0	3	2.8	0	0.0	3	2.8	0	0.0
Accounting	5	4.6	1	0.9	6	5.6	3	2.7	5	4.6	3	2.7
Administration	8	7.5	1	0.9	16	14.8	4	3.6	14	13.8	4	3.6
Driving	0	0.0	3	2.7	1	0.9	2	1.8	1	0.9	3	2.7
Marketing	2	1.9	0	0.0	4	3.7	2	1.8	3	2.8	3	2.7
Tourism	0	0.0	0	0.0	0	0.0	1	0.9	0	0.0	0	0.0
Garment	5	4.6	5	4.5	16	14.8	16	14.4	27	25.0	8	7.2
Food	0	0.0	0	0.0	21	19.4	29	26.1	16	14.8	25	22.5
Beverage	0	0.0	0	0.0	16	14.8	11	9.9	14	13.0	9	8.1
Beauty salon	2	1.9	1	0.9	10	9.3	11	9.9	8	7.4	6	5.4
Others	0	0.0	2	1.8	9	8.3	9	8.1	9	8.3	12	10.8

Migrants developed skills from various education resources including universities and professional centers operated by government, private and NGOs. According to Figure 4, universities and private centers were the most common sources of skills among the migrants. For those living in Khan Tuol Kork, universities and private centers were the key sources of skill development. On the other hand, migrants in Khan Meanchey attended less formal forms of training, such as short courses provided by NGOs, in-house training, or training from their peers. In many cases, the migrants just learned their skills from their co-workers during their work in small and medium enterprises or companies (FGD among the migrant representatives in Khan Meanchey, September 2015).

Figure 4: Places where skills were obtained
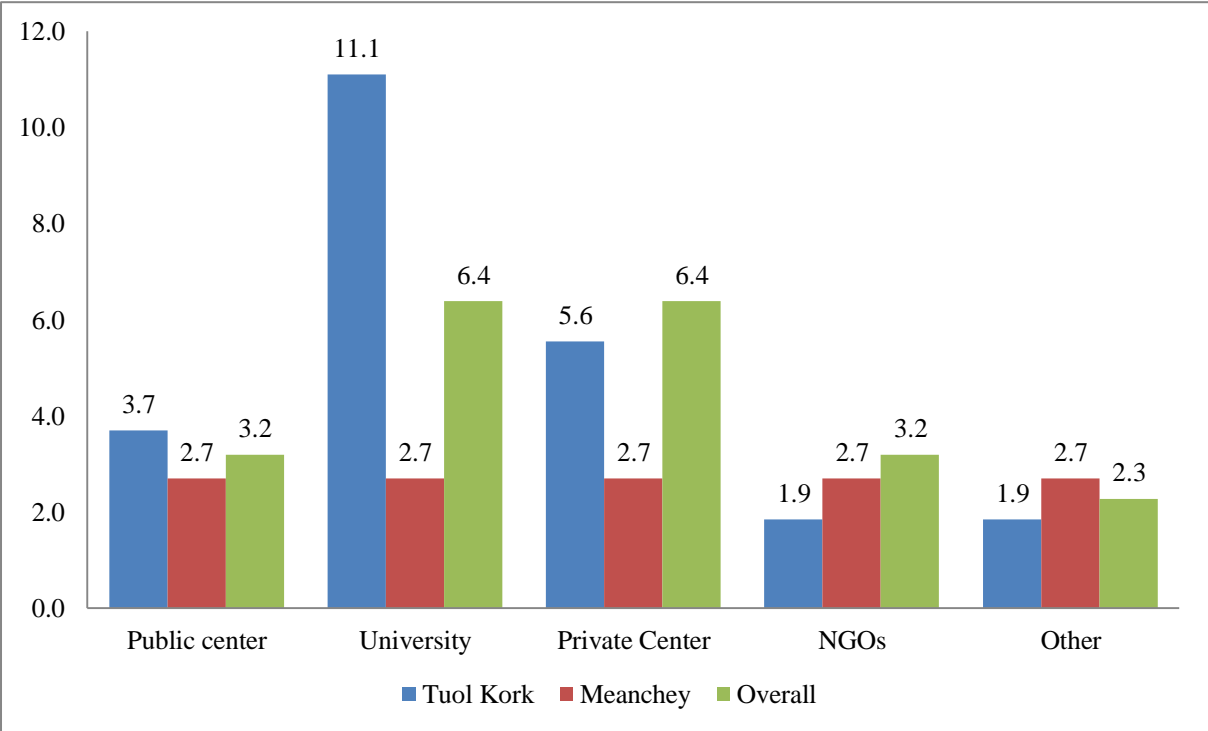
3.2. Income and Expenditure of Migrants

Most migrants moved to the urban poor communities of Phnom Penh in order to secure a higher income. Focus group discussion participants identified that in rural communities, employment opportunities have not diversified; agriculture remains primary sources of income and food for consumption. All focus group discussion participants agreed that their incomes had increased compared to their income from annual crops collection. Table 5

provides detailed information about daily income and expenditure of migrants in the two study Khans. On average, these migrants earned around $USD3.30[1] per day per person, with a range of $USD0.60 to $USD13.30. As such, the differences in daily income among the interviewed migrants were relatively high (Std. = $USD2.1).

Table 5: Daily incomes and expenditures of migrants

Unit: in US dollars

	Incomes			Expenditures		
	Tuol Kok	**Meanchey**	**Overall**	**Tuol Kok**	**Meanchey**	**Overall**
Mean	3.6	3.01	3.33 [a] *(t=-2.226)*	2.2	1.9	2.1 [b, c] *(t=-1.836)*
Median	3.00	2.60	2.80	1.9	1.7	1.8
Mode	2.5	3.3	2.5	1.3	1.5	1.3
Std.	2.3	1.8	2.1	1.4	1.1	1.3
Minimum	.8	.6	.6	.4	.4	.4
Maximum	13.3	10.8	13.3	7.4	6.2	7.4

Note: [a] T-test for daily income between two khans studied, *t= -2.226, P= 0.027;;* [b]-Test for daily expense between two khans studied, *t= -1.836, P= 0.068*; [c] Samples Test for income and expenditure between the two Khans studied, *P=0.000; t=11.885.*

This figure shows that the migrants in Khan Tuol Kork had higher incomes than those in Khan Meanchey (*P= 0.027*). Incomes levels were mainly dependent on types of employment; those who had jobs with private companies and NGOs earned higher incomes. For labor work, the migrants earned their money as daily, weekly or monthly (Based on FGD meeting in village 23, Khan Tuol Kork, September 2015). On average, after meeting their daily living needs migrants could afford to save $USD2.1 per day per person. The amounts of expenditures and incomes are closely associated. The more

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[1] It should be noted that the survey collected data on household data, but the figures quoted refer to personal income, estimated through central tendency and T-test analyses.

income earned, the higher their expenditure. As a result, the migrants in Khan Toul Kork spent more on their day-to-day living needs than those in Khan Meanchey (*P= 0.068*). T-test analysis shows that migrants in both Khans had some savings from their incomes after their expenditures (*P=0.000).*

"Cambodian people have a great culture of saving; most people can save even from tiny incomes (FGD in Khan Meanchey, September 2015)."

Incomes of the migrants were derived from various sources including: labor work, self-business, private companies, NGOs, garment and government. Figure 5 demonstrates that labor work (55.8%) and own-business (15.5%) were the two dominant sources of income for these migrants.

"Labor work and own-business at local markets, public parks and on the streets were the most popular types among migrants because they did not need to have skills (Ms. Chhay Linna, Vice Head of Sangkat Teuk Laork 1, Khan Tuol Kork, personal communication, September 2015)."

In relation to areas of expenditure, daily food consumption accounted for more than half of the total expenditure (57.8%), with children's education (13.4%), transportation (10.8%) and home rental (8.6%) identified as other areas of moderate expenditure.

Figure 5: Sources of daily income, 2015
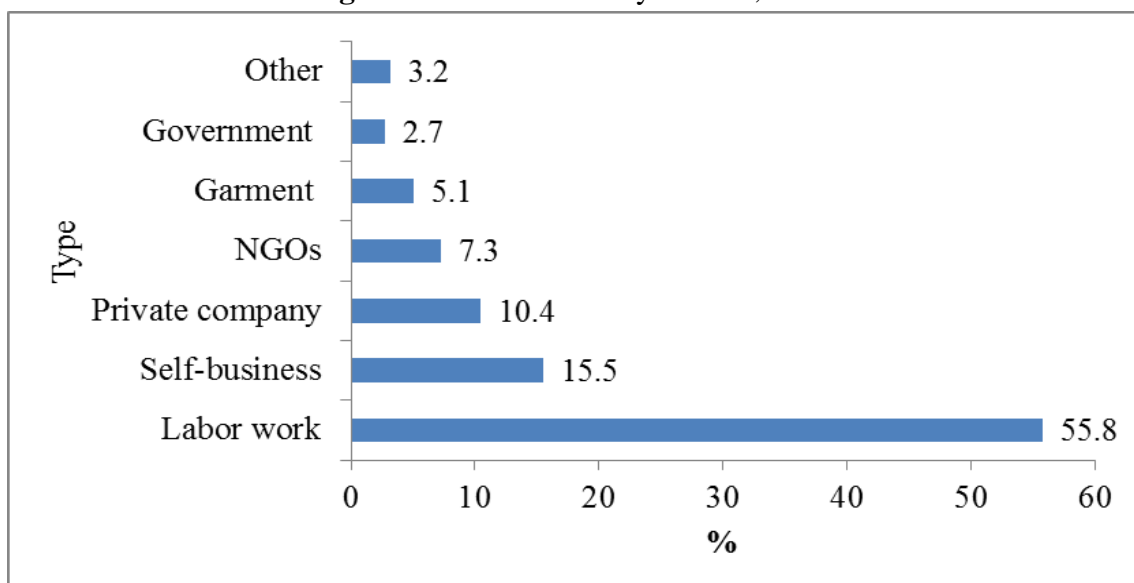
The rate of daily expenditure may vary according to the day-to-day incomes and living status of migrants. When their incomes were relatively low; they spent more on their basic needs for example food, and local transportation to their work places (Mr. Cheung Sakim, Village Head of Meanchey Muoy village, Khan Meanchey, personal communication, September 2015).

> *"Some positive behaviors of the migrants towards their expenditures are the focus on paying for food for consumption and the high expenditure on their children's education (Mr. Pech Sophea, Vice Chief of Village 15, Khan Tuol Kork, personal communication, September 2015)."*

Figure 6: Areas of Expenditure, 2015
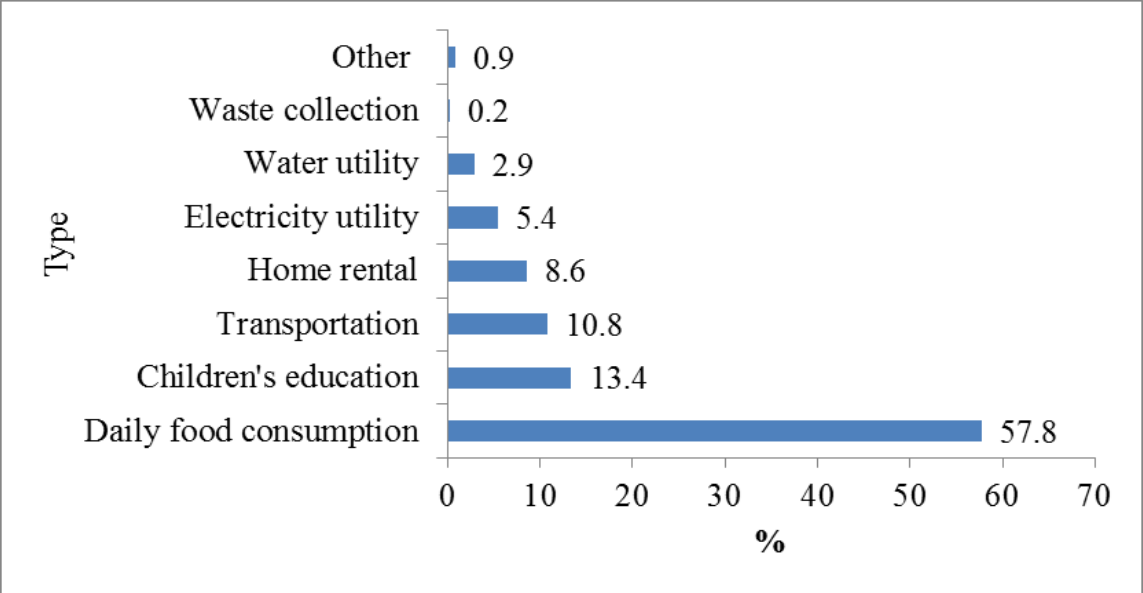
A central tendency analysis at the first second and third quartile was undertaken to better understand the average income of this sample population, the results of which are depicted in Figure 7. As can be seen, 75% of the population had an average income of $USD 4.2 per day per person. In general, migrants earned similar amounts of daily income because their skills and qualifications were quite similar. The gaps and difference in income within the interviewed group were due to the number of people involved in income generation.

> *"Any member that had large household members and had fewer numbers of labors involved in work, the incomes per person per day were more likely smaller than the contrast counterparts (A FGDin Meanchey 1 village, Khan Meanchey, September 2015)."*

Figure 7: Central tendency analysis of migrants' average income levels
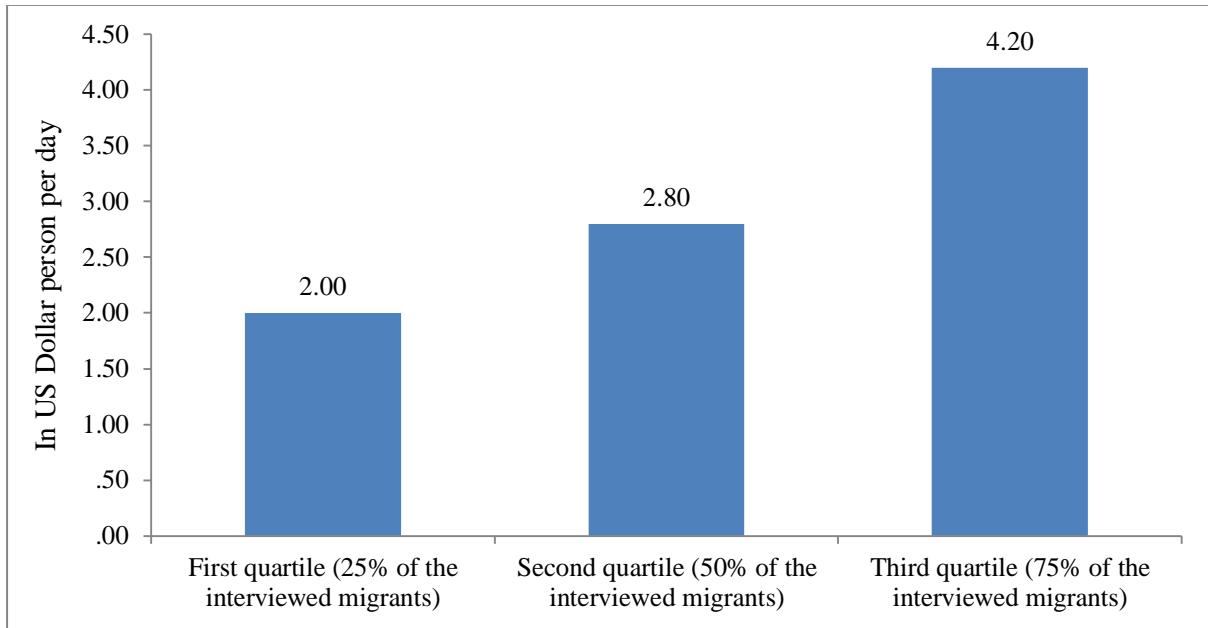
Chapter 4. Legal Procedures and Living Environment of Migrants

4.1. Registration required by local authorities

According to group discussion, house owners may be required to submit or obtain some documents from Sangkat or Khan local authorities. Figure 8 demonstrates that 67.6% of the migrants were required to register with local authorities by providing citizenship identity cards or other equivalent documents for house rental. Migrants might also have been required to provide some documents in order for their children attend school, for example the child's birth certificate. In Khan Tuol Kork, the migrants advised that documents were more frequently required, especially for house rental.

> *"Documentation is unlikely to be required for smaller and cheaper rooms for rentals because landlords wish to avoid paying transaction fees (Ms. Chhay Linna, Vice head of Sangkat Teuk Laork 1, Khan Tuol Kork, personal communication, September 2015)."*

Overall, one fifth of these migrants reported that they were required to pay a processing fee when registering with the local authority; this was more frequently the case among Khan Tuol Kork residents. For job application, the migrants were required to submit family books, ID cards, passport-sized photos for proving evidence if she/she had eligible ages to work especially at garment factories. The requirement to pay fees when registering with the local authority might have been less frequently experienced by Khan Meanchey residents because they rented smaller room and the owners wish to register this arrangement with Khan or Sangkat authorities due to the payment required.

Figure 8: Registration at local authorities for settlement and employment
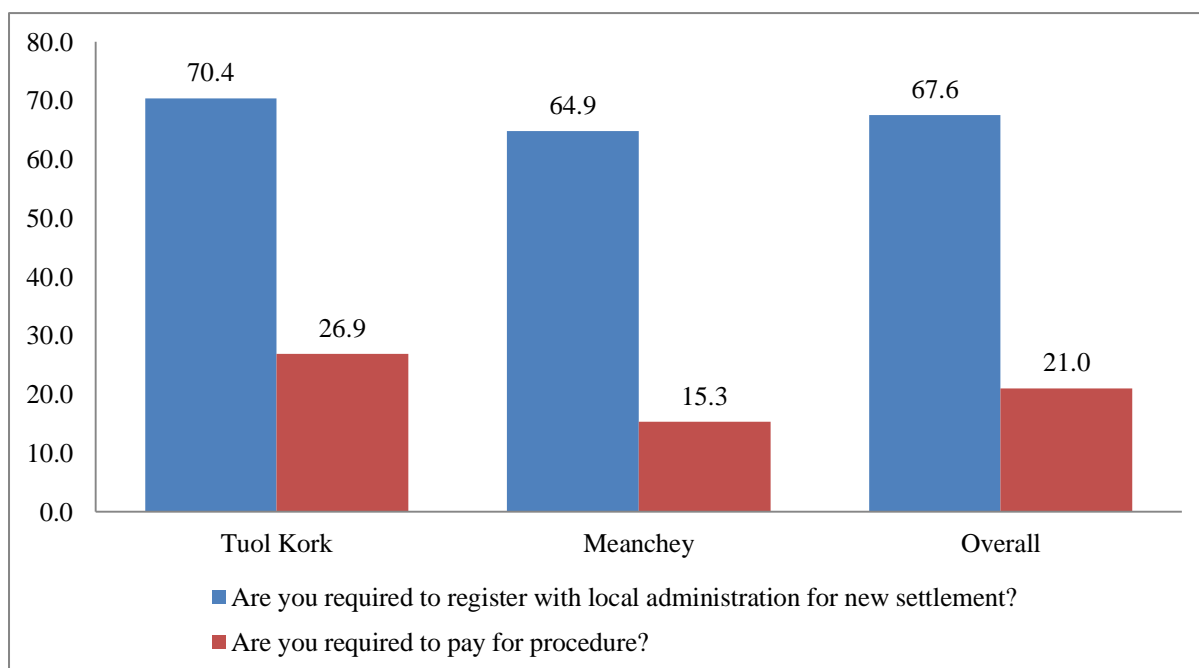

Figure 9 illustrates the specific purposes of registration with local authorities required by migrants when they resettled in Phnom Penh. These reasons included house rental, children's education, employment, and opening business. In group discussions, the migrants advised that in most cases they do not completely follow the requirements for registration with local authorities.

> *"Some migrants did not stay permanently so they could stay with their mates by sharing fee for room rental, utilities and food (A FGD in village 23, Khan Tuol Kork, September 2015)."*

In Khan Meanchey, the migrants had more experience of registration with local authorities for house rental, employment and opening business. As for those in Khan Tuol Kork, more migrants used to register for their children education than those in Khan Meanchey.

Figure 9: Purpose of documentation processing with the local authority
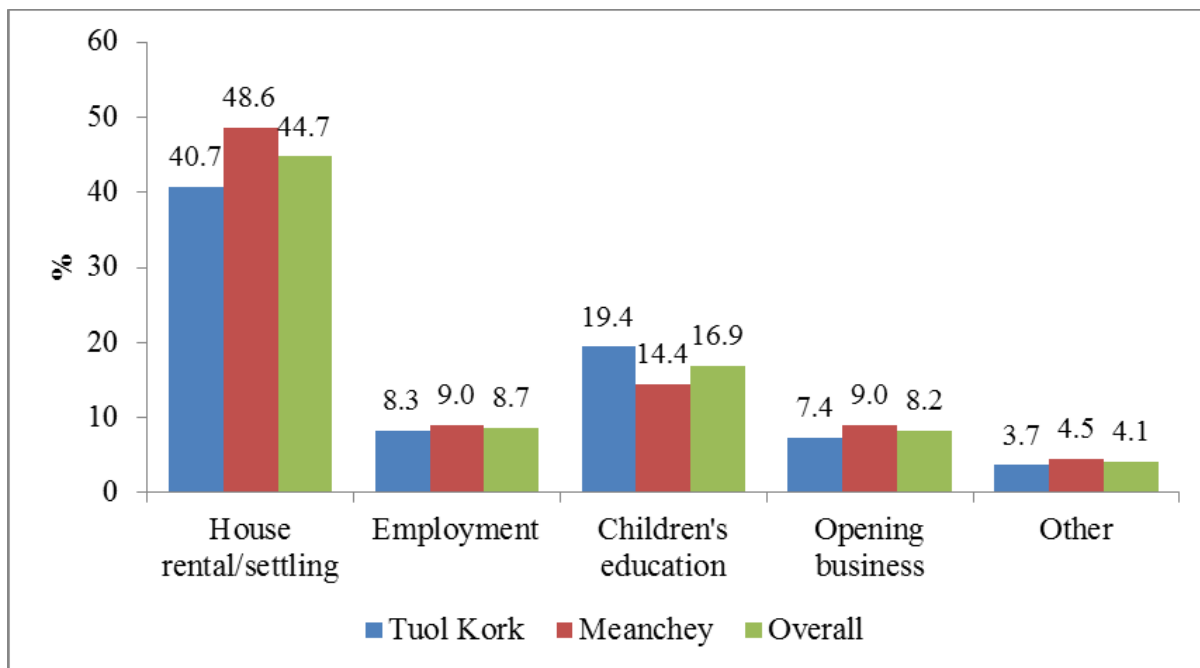
4.2. Perception of migrants towards socio-economic change

Table 6 shows the perceived socio-economic change among migrants. Weight Average Index (WAI) was used to measure socio-economic change of the migrants after their arrivals in the two study Khans based on five-point scale. The migrants identified high satisfaction with availability of electricity and water utilities, relationships with neighbors, community cohesion and communication to home, while equity fund and ID poor program were assessed as low change. Migrants rated other attributes as moderately satisfactory.

Migrants advised that when they were in rural areas the migrants could not access to services for clean water and electricity supply, so they were highly satisfied that their migration to Phnom Penh resulted in access to these amenities. In addition, the migrants had more frequent contact with their neighbor, because they lived closer to neighbors within urban poor communities and they were more associated with each other's daily lives as a result. Migrants also reported more frequent communication to their hometown. In contrast, the migrants advised they were less satisfied with the level of support available, in terms of equity

fund and ID poor programs. Without these two services these migrants found it difficult to find affordable health care and to secure support when their livelihoods are at risk.

Table 6: Level of satisfaction with socio-economic changes

Attributes	Tuol Kork		Meanchey		Overall		*P-value*
	(n=108)		(n=111)		(n=219)		
	WAI	OA	WAI	OA	WAI	OA	
Living condition							
Living condition	.55	M	.56	M	0.55	M	0.666
Living environment	.51	M	.44	M	0.47	M	**0.003****
Housing condition	.50	M	.46	M	0.48	M	**0.044***
Food shortage	.51	M	.53	M	0.52	M	**0.287**
Skill building and professionalism							
Capacity building	.48	M	.39	L	0.43	M	**0.001****
Knowledge improved	.48	M	.38	L	0.43	M	**0.000*****
Education for children	.43	M	.43	M	0.43	M	0.984
Public services and projects							
Health care	.61	H	.58	M	0.59	M	0.206
Electricity utility	.67	H	.65	H	0.66	H	0.582
Water utility	.66	H	.59	M	0.62	H	**0.010***
Waste collection	.53	M	.32	L	0.42	M	**0.00*****
Equity fund	.32	L	.27	L	0.30	L	0.128
ID poor program	.32	L	.25	L	0.28	L	**0.011***
Social cohesion and relationship to home town							
Relationship with neighbors	.60	M	.70	H	0.64	H	**0.000*****
Community cohesion	.59	M	.65	H	0.61	H	**0.006****

Community development	.54	M	.52	M	0.53	M	0.522
Social security	.53	M	.45	M	0.48	M	**0.001****
Communication to home	.63	H	.63	H	0.63	H	0.920

Note: WAI= Weight Average Index measure on five-point scale [very low (VL) =0.00-0.20, Low (L) = 0.21-0.40; Moderate (M) =0.41-0.60, High (H) = 0.61-0.80 and very high (VH) = 0.81-1]; OA=Overall assessment; *Significant at the 0.05 level; **Significant at the 0.01 level; ***Significant at the 0.00 level.

According to T-test analysis, perceptions of migrants in Khan Tuol Kork and Khan Meanchey with respect to living environment, food shortage, capacity building, knowledge improved, water utility, waste collection, relationship with neighbors, community cohesion and social security were significantly different. In general, the migrants in Khan Tuol Kork expressed higher satisfaction in terms their socio-economic change as a result of their migration to Phnom Penh (Table 4.1). Furthermore through focus group discussions, it was identified that the important elements to improve socio-economic status of the migrants included: types of employment, opportunity for skill building, living environments, good location for income generation activities, external support from government agencies and NGOs, community empowerment and ownership (A FGD meeting in Village 23, Khan Tuol Kork, September 2015).

4.3. Key Factors influencing Daily Incomes of Migrants

Simultaneous Multiple Regression was applied to assess whether a range of variables significantly contributed to daily incomes of the migrants. The regression analyzed a combination of variables, significantly estimated the degree of daily income as R^2 =.47; $F(7,211)$=29.065; $p<0.05$, ***$p<0.00$, **$p<0.01$, $p<0.05$, and identified that four out of seven proposed attributes contributed to the predictions.

Table 7: Key attributes influencing daily income of migrants

Attributes	B	Std. Error	β	P-value
Gender	-0.119	0.241	-0.026	0.622
Level of education	-0.024	0.029	-0.049	0.404
Skill building	-0.502	0.588	-0.049	0.394
Total expenditure per person/day	1.006	0.084	0.606	**0.000***
Relationship with neighbor	2.014	1.007	0.142	**0.046***
Community cohesion	-2.880	0.866	-0.237	**0.001****
Lack of information about safe migration	-0.639	0.220	-0.153	**0.004****
Constant	2.503	0.617		**0.000***

Note: R2 =.47; F(7,211)=29.065; p<0.05, ***p<0.00, **p<0.01, p<0.05

Table 7 suggests that total expense per person/day, relationship with neighbor, information about safe migration and community cohesion were predictive of daily incomes. Specifically, migrants who had better relationships with their neighbors has higher incomes, and those who earned more would spend more on their daily living needs. By contrast, those who experienced greater community cohesion and lacked information about safe migration had lower incomes.

Chapter 5. Factors Migration and Future Plans of Migrants

5.1. Push and Pull factors for migrants

As illustrated in Table 8, rural people migrating to Phnom Penh were influenced by push and pull factors. Key push factors included lack of rural diversification and employment (56.3%), rural poverty (53.0%), insufficient agricultural land (26.5%) as well as following their spouse (15.5%). Few migrants came to Phnom Penh because of loans, debts or natural disaster. Generally, migrants within both Khans decided to leave their home towns for similar reasons, although more migrants in Khan Tuol Kork came to Phnom Penh as the results of natural hazards. According to focus group discussion in Meanchey 1 Village of Khan Meanchey, there were fewer employment opportunities in rural Cambodia, so young Cambodians preferred to move for employment in urban areas. Furthermore, many people did not want to work in agriculture, which is the dominant industry in rural areas, and moved to Phnom Penh in order to access a different range of employment opportunities.

Table 8: Push factors influencing migrants' decision to leave rural areas

Attributes	Tuol Kork		Meanchey		Overall	
	(n=108)		(n=111)		(n=219)	
	n	%	n	%	n	%
Lack of local employment	74	68.5	69	62.2	143	65.3
Insufficient agricultural land	30	27.8	28	25.2	58	26.5
Following couple	16	14.8	18	16.2	34	15.5
Rural poverty	58	53.7	58	52.3	116	53.0
Loan s and debts	2	1.9	3	2.7	5	2.3
Natural disaster	14	13.0	4	3.6	18	8.2
Other	10	9.3	16	14.4	26	11.9

Table 9 suggests that pull factors influencing migration to Phnom Penh included construction demand (44.3%), potential for high income generation (40.6%) and the prospect of better

infrastructure (28.8%). Reasons such as further education (20.5%), materialism (20.1%), technology advancement (12.3%) and modernization (12.3%) were also factors which pulled rural people to Phnom Penh. In Khan Tuol Kork, the migrants were most attracted by work available in the construction sector (60.2%), better infrastructure (41.7%), and further education (25%); while migrants in Khan Meanchey were more motivated by higher income generation (58.6%), materialism (27.0%), and further education (16.2%). Through focus group discussions it was identified that materialism and modernization were particular motivators for young people to move into the city for work.

> *"When their relatives or friends who have already migrated to urban areas return to their home towns, they talk about the availability of better jobs in industrial sector, great lifestyles and happy life in the city. As a result, some young people drop their education and leave for work in the city for materialistic reasons (Care International Cambodia, per communication, September 2015)."*

Table 9: Pull factors influencing migrants' decision to move to Phnom Penh

Attributes	Tuol Kork		Meanchey		Overall	
	(n=108)		(n=111)		(n=219)	
	n	%	n	%	n	%
Construction demand	65	60.2	32	28.8	97	44.3
Industrialization	23	21.3	3	2.7	26	11.9
Further education	27	25.0	18	16.2	45	20.5
Technology advancement	19	17.6	8	7.2	27	12.3
Materialism	14	13.0	30	27.0	44	20.1
Better infrastructure	45	41.7	18	16.2	63	28.8
Modernization	18	16.7	9	8.1	27	12.3
High income generation	24	22.2	65	58.6	89	40.6
Others	5	4.6	0	0.0	5	2.3

According to local authorities in the two Khans studied, safe migration was a key concern due to its relationship with a range of social issues, for example trafficking and exploitation sexually or/and financially. Having specific plan, knowing where to work and having basic information about job condition were identified as important for safe migration. Within the sample population, migrants seemed to have good plan[2] (70.4%), to know where to work (68.9%) and to consult with family (67.6%). Migrants in Khan Meanchey made better arrangements before leaving their home town for employment. In Tuol Kork, some migrants did not have specific plan for employment because they initially came to Phnom Penh for further education. When they could find opportunities after their study completion, they immediately decided to settle down in Phnom Penh.

Figure 10: Preparation undertaken by migrants before leaving hometown
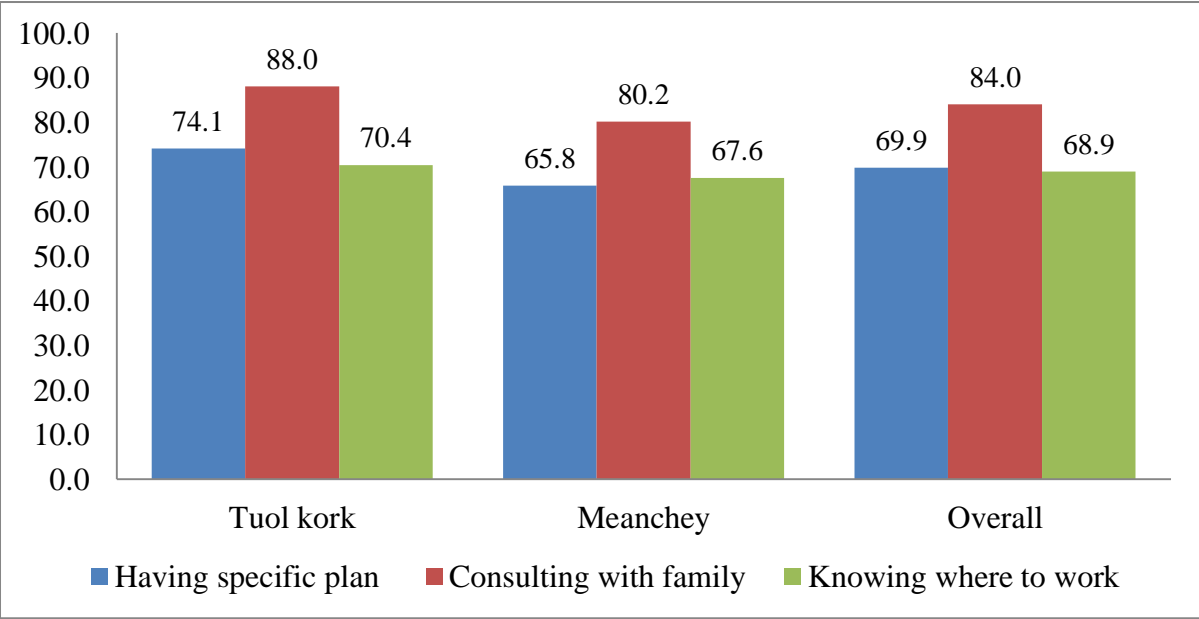
In group discussions, migrants shared their stories on how they moved from their hometowns and found employment. When migrants firstly came to Phnom Penh they mostly were accompanied by relatives (39.3%), a spouse (26.9%), friends/acquaintances (17.4%) and/or siblings (6.8%). Few of them came to Phnom Penh for employment through facilitators.

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[2] A "good plan" is characterized by research prior moving, taking steps to prepare for the move, and having a clear plan of what they will do once they arrive in Phnom Penh.

Figure 11: Individuals accompanying migrants when moving to Phnom Penh
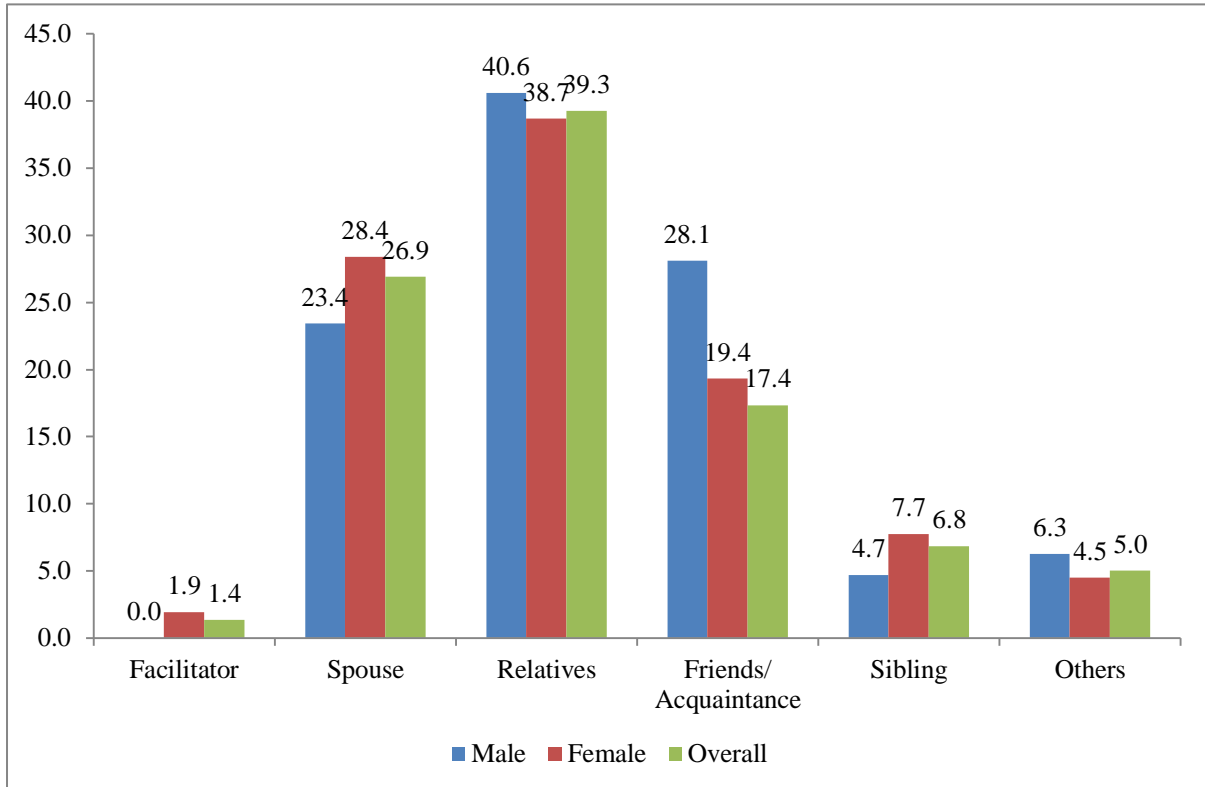
Negative incidents during migration were a risk face by migrants if they were not well arranged or managed during their trips. Figure 5.3 mentioned that 15.1% of the migrants experienced in being cheated following by physical violence (2.7%).

Figure 12: Negative incidents experienced during migration
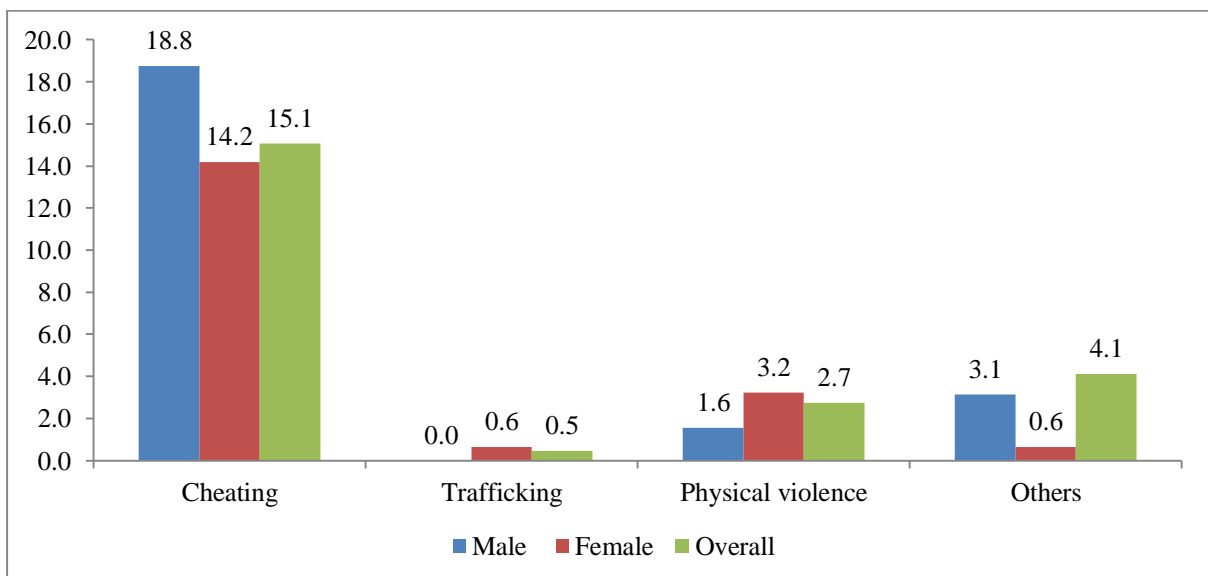
2.7% of migrants, the majority of whom were women, faced physical violence during their migration to Phnom Penh. Higher proportions of migrants in Khan Toul Kork experienced cheating, while physical violence was suffered more by those in Khan Meanchey.

> *Risks could be minimized when only the migrants were well aware of how to protect themselves from any possible incidents during (Mr. Ven Sinuon, Chief of village 15, Sangkat Teuk Laor I, personal communication, September 2015).*

5.2. Future Plan of Migrants

> *"Based on a key informant with places (Mr. Cheung Sakim, Village Head of Meanchey 1 Village, Khan Meanchey, personal communication, September 2015), migrants may decide to return to live in their hometown when they have been successful in Phnom Penh or when they failed to establish themselves in the city."*

One third of the interviewed migrants (33.8%) planned to return back to their home town, and this percentage was higher among male migrants. In Phnom Penh, men found it more difficult to secure for employment other than construction work. Consequently these male migrants wished to return to home town for their own business or went back to agricultural activities after saving some money during their work in Phnom Penh. Furthermore, while some people returned to farming when they were unable to survive in Phnom Penh, others continued to stay even if they were living in worse condition. In some cases, they went from being rural poor to urban poor (A FGD in Village 23, Khan Tuol Kork, September 2015).

Figure 13: Plans to return to hometown
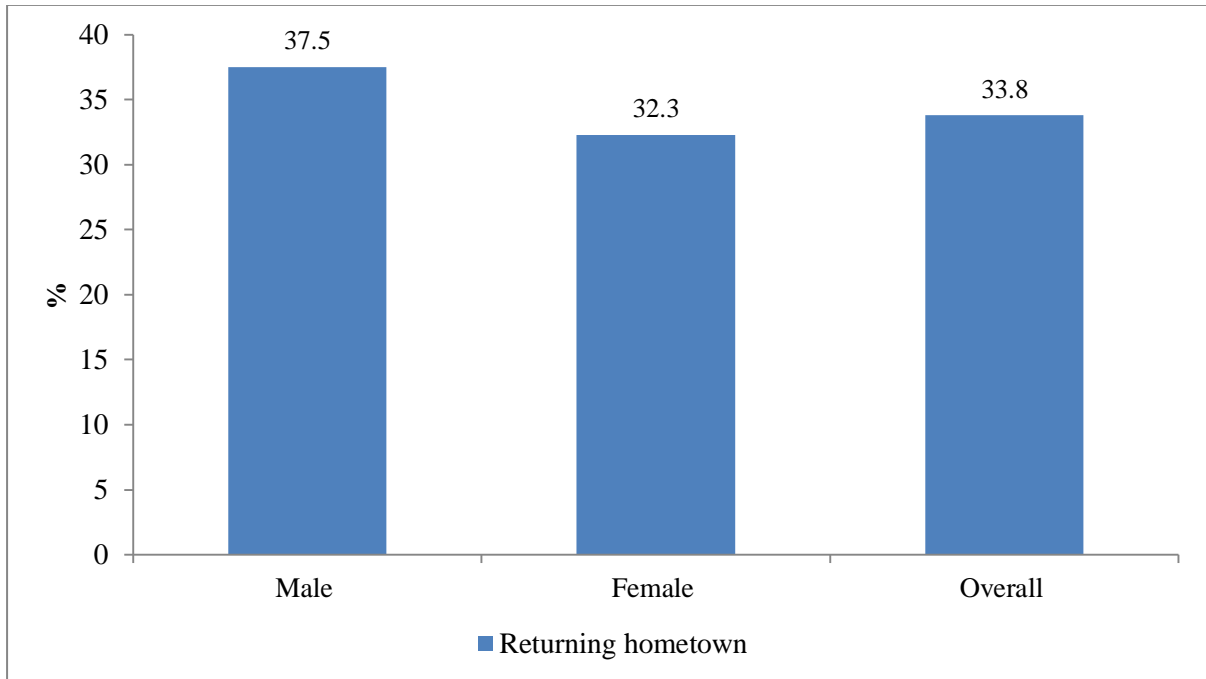
ជំពូកទី៦. សេចក្តីសន្និដ្ឋាន និងអនុសាសន៍

៦.១. សេចក្តីសន្និដ្ឋាន

ពាក់ព័ន្ធនឹងទិន្នន័យប្រជាសាស្ត្ររបស់ប្រជាពលរដ្ឋដែលធ្វើចំណាកស្រុកនៅក្នុងខណ្ឌនីមួយៗ ភាពផ្សេងគ្នាអំពីកម្រិតអប់រំ គឺទំនងជាបណ្តាលមកពីវត្តមានសាកលវិទ្យាល័យភ្នំពេញដែលស្ថិតនៅក្នុងខណ្ឌទួលគោកៗ អំណះអំណាងនេះ គឺផ្អែកទៅលើបាយការណ៍ពីចំនួនសិស្ស/និស្សិតនៅក្នុងខណ្ឌនេះមានចំនួនច្រើនជាងបើប្រៀបធៀបទៅនឹងខណ្ឌមានដ័យៗ ចំណុចនេះបញ្ជាក់ថាសមាមាត្រនៃចំនួនសិស្ស/និស្សិតមកពីតំបន់ជនបទដែលកំពុងរស់នៅក្នុងស្ថានភាពលំបាកនៅក្នុងសហគមន៍ក្រីក្រ ក្នុងរាជធានីភ្នំពេញ គឺដើម្បីទទួលបានការអប់រំនេះៗ ការបែងចែកទិន្នន័យប្រជាសាស្ត្រនេះមានការជាប់ទាក់ទងនឹងផងដែរដល់លទ្ធផលនៃការស្រាវជ្រាវនេះៗ វាគួរឱ្យចាប់អារម្មណ៍ត្រង់ថា ទោះបីជាចំនួនប្រជាពលរដ្ឋដ៏ច្រើនបានបញ្ជាក់អំពីបំណងដើម្បីទទួលបានការបណ្តុះបណ្តាលផ្លូវការ និងលទ្ធភាពនៃការទទួលបានការអប់រំបន្ថែមទៀតនៅក្នុងរាជធានីភ្នំពេញ ដែលវាគឺជាកត្តាទាក់ទាញយ៉ាងច្បាស់ចំពោះជនចំណាកស្រុកនៅក្នុងខណ្ឌទាំងពីរនេះក៏ដោយ ក៏ប៉ុន្តែមានតែប្រជាពលរដ្ឋសរុបតិចជាង២០%ប៉ុណ្ណោះដែលបានរកឃើញថាបានទទួលការអប់រំជាលក្ខណៈផ្លូវការៗ កង្វះខាតនៃការបណ្តុះបណ្តាលវិជ្ជាជីវៈចំពោះអ្នកធ្វើយតបដែលជាជនចំណាកស្រុកអាចបណ្តាលមកពីឆ្នាក់ដារវង្ការិបាលបានផ្តល់ឱកាសតិចតួចពេកដល់ពួកគេ និងអាចបណ្តាលមកពីតម្លៃខ្ពស់ពេកក្នុងការទទួលបានឱកាសបណ្តុះបណ្តាលនៅមជ្ឈមណ្ឌលឯកជនៗ កង្វះខាតនៃការបង្កើនមុខជំនាញអាចបង្កឱ្យមានជាបញ្ហាចប្បងចំពោះជនចំណាកស្រុកដែលកំពុងស្វែងរកការងារទាំងឡាយណាដែលត្រូវការប្រើជំនាញ ដោយយោងតាមការបញ្ជាក់ដែលផ្តល់ដោយអ្នកផ្តល់បទសម្ភាសន៍ៗ តាមពិតទៅប្រវត្តិនៃការងារនៅក្នុងខណ្ឌនីមួយៗគាំទ្រដល់អំណះអំណាងនេះៗ ជាការពិតដែលប្រជាពលរដ្ឋជាច្រើនរស់នៅក្នុងខណ្ឌទួលគោកបានទទួលជំនាញតាមរយៈសាកលវិទ្យាល័យ និងមជ្ឈមណ្ឌលឯកជន ពេលគឺវាស្របគ្នាទៅនឹងលទ្ធផលដែលបានរកឃើញថាប្រជាពលរដ្ឋចំណាកស្រុកនៅក្នុងខណ្ឌទួលគោកភាគច្រើនធ្វើការក្នុងគួនាទីជាអ្នកជំនាញៗ លើសពីនេះទៅទៀតការដែលទទួលបានការបណ្តុះបណ្តាល និងជំនាញកាន់តែខ្ពស់ ពួកគេកាន់តែទទួលបានគួនាទីជំនាញខ្ពស់ និងប្រាក់កម្រៃប្រើនៅក្នុងក្រុមហ៊ុន អង្គការមិនមែនរដ្ឋាភិបាល និងឆ្នាក់ដារវង្ការិបាលៗ ក្នុងន័យនេះសូមស្នើ

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យោបល់ថារាមិនមែនជារឿងសាមញ្ញពេកនោះទេ ដើម្បីគាំទ្រដល់ការបង្កើនមុខជំនាញរបស់ជនចំណាកស្រុក ប៉ុន្តែការបណ្ដុះបណ្ដាលនោះត្រូវតែពាក់ព័ន្ធនឹងវិស័យការងារជំនាញដែលមានតម្រូវការសម្រាប់យកទៅធ្វើការ។ វាប្រាកដណាស់ថាឱកាសការងារបែបនេះ មិនចាំបាច់តែត្រូវយកទៅអនុវត្តន៍តែនៅក្នុងរាជធានីភ្នំពេញនោះ ឡើយ ដោយហេតុថាមានចំនួនមួយភាគបីនៃអ្នកចំណាក់ស្រុកមានបំណងចង់ត្រឡប់ទៅរស់នៅស្រុកដំណើត វិញ។ ការនិយាយបែបនេះ គឺថាការវិលត្រលប់ទៅស្រុកកំណើតវិញ ពួកគេអាចនឹងមានឱកាសកិច្ចចក្នុងការ យកជំនាញទាំងនេះទៅអនុវត្តន៍នៅតំបន់ជនបទដោយសារតែនៅទីនោះពុំមានការងារសប្បូរណ៍បែប។ ប្រឈម នឹងកង្វះខាតឱកាសការងារនៅតំបន់ជនបទ វាអាចធ្វើឱ្យកាន់តែមានភាពងាយស្រួលសម្រាប់ជនចំណាកស្រុក ដែលត្រូវត្រលប់ទៅកាន់រាជធានីភ្នំពេញ ហើយវាក៏បានរួមចំណែកធ្វើឱ្យកំណើនប្រជាពលរដ្ឋកើនឡើងយ៉ាង ឆាប់រហ័សហើយនៅក្នុងរាជធានីភ្នំពេញដែលជាផ្នែកមួយនៃការធ្វើចំណាក់ស្រុកក្នុងតំបន់។ ចំណុចមួយទៀតដែល និយាយថាការរកប្រាក់ចំណូលបានកាន់តែច្រើនហើយចំណាយកាន់តែច្រើនទៅលើតម្រូវការស់នៅប្រចាំថ្ងៃ មិនមែនជាការភ្លាក់ឡើងនោះឡើយដោយហេតុថាតាមរយៈការចំណាយប្រចាំថ្ងៃគេអាចប្បញ្ជាក់ណ៍ដឹងពីកម្រិត ប្រាក់ចំណូល។ ប៉ុន្តែរឿងដែលគួរឱ្យចាប់អារម្មណ៍ជាងនេះទៀតនោះគឺ តម្លៃឱ្យករណ៍នៃទំនាក់ទំនងជាមួយអ្នក ជិតខាង និងទំនាក់ទំនងសហគមន៍។ ជាកម្មករគ្មានជំនាញ ពួកគេត្រូវការបណ្ដាញក្នុងចំណោមមិត្តភ័ក្ត្ររបស់ ពួកគេព្រោះពួកគេអាចចូលរួមចែករំលែកព័ត៌មានអំពីលទ្ធភាពដែលអាចរកការងារបានធ្វើ។ ផ្ទុយទៅវិញ ការមានទំនាក់ទំនងក្នុងសហគមន៍ អាចធ្វើឱ្យប្រជាពលរដ្ឋបាត់បង់ឱកាសដើម្បីធ្វើការងារដោយសារតែការ ទទួលសម្ពាធពីមិត្តភ័ក្ត្រក្នុងការចូលរួមសកម្មភាពផ្សេងៗក្នុងសហគមន៍នោះ។

"ជនចំណាកស្រុកជាច្រើនកំពុងតែស្វែងរកការងារធ្វើតាមរយៈសាច់ញាតិ មិត្តភ័ក្ត្រ និងអ្នកជិតខាងរបស់ពួក គេ (ផ្នែកតាមបទសម្ភាសន៍ជាមួយបុគ្គលិកម្នាក់ពីអង្គការវ័យកម្ពុជា កាលពីខែកញ្ញា ឆ្នាំ២០១៥)"។

អ្វីដែលគួរឱ្យមានចំណាប់អារម្មណ៍នោះ គឺថាឃេនឌ័រមិនមែនជាការឱ្យករណ៍ដ៏មានឥទ្ធិពលទៅលើកម្រិតប្រាក់ ចំណូលនោះឡើយ ដោយហេតុថាពុំមានការរកឃើញពីកម្លាំងប្រាក់ចំណូលអាស្រ័យទៅលើឃេនឌ័រនោះទេ ដោយគិតក្នុងចំណោមជនចំណាកស្រុកដែលបានផ្ដល់បទសម្ភាសន៍។ ជាចុងក្រោយ ដោយផ្នែកលើលទ្ធផល ស្រាវជ្រាវនេះបង្ហាញថាកង្វះព័ត៌មានពាក់ព័ន្ធនឹងការធ្វើចំណាក់ស្រុកប្រកបដោយសុវត្ថិភាព គឺជាការឱ្យករណ៍ ដ៏មានសារ:សំខាន់ទៅលើកម្រិតប្រាក់ចំណូលដែលរកបានកាន់តែទាប ដែលនេះជាកសុតាងបញ្ជាក់ថាសារ:

សំខាន់ក្នុងការធ្វើចំណាកស្រុកប្រកបដោយសុវត្ថិភាពបានធានាថជនចំណាកស្រុកទាំងនោះអាចសម្រេចបាន នូវភាពប្រសើរឡើងនៃស្ថានភាពហិរញ្ញវត្ថុក្នុងដើរភាព ដែលពួកគេខំប្រឹងផ្សាស់ទីមករស់នៅក្នុងទីក្រុងភ្នំពេញ។ ជនចំណាកស្រុកជាច្រើនពេញចិត្តខ្លាំងចំពោះការទទួលបានសេវាទឹកស្អាត និងអគ្គិសនីប្រើប្រាស់ដែលនេះជា លទ្ធផលពីការធ្វើចំណាកស្រុកមកទីក្រុងភ្នំពេញ។ ផ្ទុយទៅវិញពួកគេបានបញ្ជាក់ថា ពេលនៅជនបទពួកគេមិន បានទទួលសេវាកម្មផ្គត់ផ្គង់ទឹកស្អាត និងអគ្គិសនីដូចនៅភ្នំពេញឡើយ។ ខណៈពេលដែលជនចំណាកស្រុក ពេញចិត្តនឹងការទទួលបានសេវាថែទាំសុខភាពក្នុងកម្រិតមធ្យមក៏ដោយ ក៏ពួកគេមួយចំនួនបានលើកឡើងថា ពួកគេមិនបានទទួលសេវាកម្មនេះទេដោយសារតែពួក គេមិនបានទទួលបណ្ណាមូលនិធិសមធម៌សុខភាព និង មួយវិញទៀតដោយសារតែតម្លៃនៃការថែទាំសុខភាពមានតម្លៃខ្ពស់ពេក។ ស្របៀងគ្នានេះដែរកង្វះខាតអំពី ប្រព័ន្ធកំណត់អត្តសញ្ញាណអ្នកក្រីក្រនៅក្នុងរាជធានីភ្នំពេញគឺ ជាកង្វល់មួយដ៏ចំពោះជនចំណាកស្រុកដោយ សំដៅលើកង្វះខាតសំណាញ់សុវត្ថិភាពសង្គមចំពោះជនចំណាកស្រុកដែលរស់នៅក្នុងរាជធានីភ្នំពេញ។ ចំណុច នេះវាបានបង្ហាញអំពីសារៈសំខាន់ក្នុងការធានាថាជនចំណាកស្រុកមានលទ្ធភាពទទួលបានប្រព័ន្ធទាំងអស់នេះ នៅពេលដែលគេបានមកដល់រាជធានីភ្នំពេញដើម្បីកាត់បន្ថយ ផលប៉ះពាល់អវិជ្ជមានទៅលើជនចំណាកស្រុក។

៦.២. អនុសាសន៍

ខាងក្រោមនេះជាអនុសាសន៍ដែលត្រូវផ្តល់ធ្វើដូនទៅភ្នាក់ងាររដ្ឋាភិបាល ដៃគូអភិវឌ្ឍន៍ អង្គការអន្តរជាតិ អង្គការ មិនមែនរដ្ឋាភិបាលក្នុងស្រុក និងជនចំណាកស្រុកផ្ទាល់ដើម្បីផ្សព្វផ្សាយអំពីការធ្វើចំណាកស្រុកប្រកបដោយ សុវត្ថិភាពក្នុងចំណោមប្រជាពលរដ្ឋជនបទចូលមករាជធានីភ្នំពេញក្នុងប្រទេសកម្ពុជា។

៦.២.១. ភ្នាក់ងាររដ្ឋាភិបាល

ផ្អែកលើលទ្ធផលស្រាវជ្រាវបានរកឃើញថាភ្នាក់ងាររដ្ឋាភិបាលកម្រិតថ្នាក់ជាតិ ថ្នាក់ក្រោមជាតិ មានដូចជា ក្រសួងការងារ និងបណ្តុះបណ្តាលវិជ្ជាជីវៈ, ក្រសួងកិច្ចការនារី, និងអាជ្ញាធរមូលដ្ឋានអាចធ្វើការដើម្បីជួយ ជនចំណាកស្រុកតាមលក្ខណៈដូចខាងក្រោមនេះ៖

ក. ក្រសួងការងារ និងបណ្តុះបណ្តាលវិជ្ជាជីវៈ៖

៚/ ដោយសារតែមានជនចំណាកស្រុកប្រមាណជា ២០% ដែលមានជំនាញតាមរយៈការបណ្តុះ បណ្តាលអាជីពនោះក្រសួងគួរតែរៀបចំផ្តួចផ្តើមគំនិតដើម្បីកសាងសមត្ថភាពទៅតាមតួនាទីដែលអាចផ្តះ

បញ្ជាំងដល់តម្រូវការនៅពេលបច្ចុប្បន្ននៅក្នុងទីផ្សារការងារទាំងនៅតំបន់ជនបទ និងនៅតំបន់ទីក្រុងក្នុង ប្រទេសកម្ពុជាដើម្បីឱ្យស្របទៅតាមផលប្រយោជន៍ និងបំណងប្រាថ្នារបស់ជនចំណាកស្រុកនៅកម្ពុជា។

២./ ក្រសួងគួរតែសហការណ៍ជាមួយមជ្ឈមណ្ឌលបណ្តុះបណ្តាលវិជ្ជាជីវៈដែលមានរួចមកហើយដើម្បី ពង្រីកលើតំបន់គ្រប់ដណ្តប់ និងកម្មវិធីដើម្បីបង្កើនចំនួនសិក្ខាកាមឱ្យបានកាន់តែច្រើន។ ជាពិសេស កម្មវិធីនេះគួរតែត្រូវផ្តល់អាទិភាពដល់យុវជនដែលងាយរងគ្រោះជាងគេនៅក្នុងតំបន់ជនបទ។

៣./ក្រសួងគួរតែធានាថាអាហារូបករណ៍ ឬការឧបត្ថម្ភជនដែលអាចរកបានគ្រប់ទីកន្លែងចំពោះជន ចំណាកស្រុកដែលកំពុងរស់នៅក្នុងសហគមន៍ក្រីក្រក្នុងទីក្រុងដើម្បីកាត់បន្ថយការលំបាកឱ្យនៅកាន់តែ តិចបំផុតដើម្បីទទួលបានការអប់រំ។

៤./ ក្រសួងគួរតែចរចាជាមួយក្រុមហ៊ុនឯកជន និងរោងចក្រ សហគ្រាសទាំងឡាយដើម្បីពិភាក្សារក ប្រាក់ចំណូលសមរម្យដែលអាចជួយធ្វើឱ្យប្រសើរឡើងនូវកម្រិតជីវភាពរស់នៅ និងគុណភាពការងារ។ ក្រសួងគួរបង្កើតឱ្យមានកម្រិតប្រាក់ខែអប្បបរមាដែលមានចែងក្នុងផ្លូវច្បាប់ដោយពិភាក្សាជាមួយផ្នែក ៣ក់ព័ន្ធទាំងអស់ដែលការពិភាក្សានេះជាដំណើរការមានសារៈសំខាន់។

៥./ ក្រសួងគួរតែសហការណ៍ជាមួយក្រសួងពាក់ព័ន្ធ និងពង្រឹកយុទ្ធសាស្ត្ររបស់រដ្ឋាភិបាលថ្នាក់ជាតិ ដើម្បីឱ្យឯកាសការងារបានឆ្លាក់ដល់តំបន់ជនបទ។ ឧទាហរណ៍ ការសហការណ៍ជាមួយនាយកដ្ឋាន របស់រដ្ឋាភិបាលដើម្បីបង្កើនការវិនិយោគលើចំនួន និងគុណភាពនៃមណ្ឌលសុខភាព និងសាលារៀន ឬ ក៏ការកសាងហេដ្ឋារចនាសម្ព័ន្ធថែមទៀតដែលនឹងធ្វើឱ្យឯកាសការងារបានសាយភាយគ្រប់ទីកន្លែង នៅ ក្នុងតំបន់ជនបទ ចំណេកងភាគរៀនលៀនទៅមុខនៃយុទ្ធសាស្ត្ររបស់រដ្ឋាភិបាល បានជួយសម្រួល ដល់ការធ្វើឱ្យមានភាពប្រសើរឡើងក្នុងតំបន់។

ឧ. ក្រសួងកិច្ចការនារី

១./ក្រសួងគួរតែផ្សព្វផ្សាយ និងជម្រុញឱ្យមានការយល់ដឹងអំពីសមធម៌ និងសមភាពយេនឌ័រ ក្នុង ចំណោមនិយោជក៍ដែលជាជនចំណាកស្រុក ជាពិសេសនៅក្នុង ឧស្សាហកម្មដែលមានសមាមាត្រស្ត្រី ខ្ពស់ដែលកំពុងធ្វើការមានដូចជារោងចក្រឧស្សាហកម្មកាត់ដេរជាដើម។

២./ក្រសួងគួរតែពិនិត្យមើល និងចាត់ធានការដើម្បីធានាថាសុខមាលភាពរបស់ស្ត្រីអំឡុងពេលនៃការ ធ្វើចំណាកស្រុក ជាពិសេសត្រូវរៀបរាងការប្រើប្រាស់អំពើហិង្សា និងបញ្ហាកេងប្រវ័ញ្ចផ្សេងៗជាដើម។

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គ. អាជ្ញាធរមូលដ្ឋាន (ឃុំ/សង្កាត់ ខណ្ឌ)

*១.*អាជ្ញាធរមូលដ្ឋានគួរតែសហការណ៍ជាមួយរដ្ឋាភិបាលថ្នាក់កណ្ដាល និងអង្គការមិនមែនរដ្ឋាភិបាល ដើម្បីបង្កើនការយល់ដឹង ហើយធានាថាជនចំណាកស្រុកថ្មីៗត្រូវបានគាំពារប្រកបដោយប្រសិទ្ធភាព នៅពេលដែលពួកគេចូលមកដល់រាជធានីភ្នំពេញ ជាពិសេសនៅក្នុងសហគមន៍ក្រីក្រដែលពួកគេអាចប្រឈមមុខនឹងគ្រោះថ្នាក់ថ្នាក់ខ្លាំង និងដួចបញ្ហាផ្សេងៗទៀតជាងកន្លែងដទៃទៀតនៅក្នុងរាជធានីៗ

*២.*អាជ្ញាធរមូលដ្ឋានគួរតែជួយសម្រប សម្រួល រៀបចំឯកសារចាំបាច់នានាដែលមានប្រយោជន៍សម្រាប់ការរកការងារធ្វើ ការរកសេវាថែទាំសុខភាព ការជួលលំនៅឋាន និងការអប់រំរបស់កុមាររបស់ជនចំណាកស្រុកៗ ការស្រាវជ្រាវនេះបានរកឃើញថាជនចំណាកស្រុកខ្លះត្រូវគេតម្រូវឱ្យបង់ថ្លៃឈ្នួលដើម្បីបំពេញបែបបទ និងសំណុំឯកសារៗ ជំនួសដោយបញ្ហានេះ អាជ្ញាធរមូលដ្ឋានគួរតែផ្តល់ឱ្យជនចំណាកស្រុកនូវសេវាកម្មទាំងអស់នេះដោយមិនគិតថ្លៃឈ្នួលឡើយៗ

៦.២.២. ដៃគូអភិវឌ្ឍន៍ និងអង្គការក្រៅរដ្ឋាភិបាលអន្តរជាតិ

១./ ដៃគូអភិវឌ្ឍន៍ និងអង្គការមិនមែនរដ្ឋាភិបាលអន្តរជាតិ ដូចជាអង្គការជនចំណាកស្រុកអន្តរជាតិ (អាយ.អូ.អឹម) និងពលកម្មអន្តរៈជាតិ (អាយឡូ) គួរតែជួយដល់ភ្នាក់ងាររដ្ឋាភិបាល និងអង្គការមិនមែនរដ្ឋាភិបាលដើម្បីបង្កើតជាកម្មវិធី និង/ឬ រៀបចំគោលនយោបាយ និងផែនការយុទ្ធសាស្ត្រដែលអាចជួយធ្វើឱ្យប្រសើរឡើងនូវការ ធ្វើចំណាកស្រុកប្រកបដោយសុវត្ថិភាព និងស្ថានភាពសេដ្ឋកិច្ច-សង្គមកិច្ចរបស់ជនចំណាកស្រុកនៅក្នុងរាជធានីភ្នំពេញ និងជួយសម្រួលការលំបាកដែលពាក់ព័ន្ធនឹងការធ្វើចំណាកស្រុកក្នុងតំបន់ៗ

*២./*អង្គការពលកម្មអន្តរជាតិគួរតែធ្វើការយ៉ាងជិតស្និទ្ធជាមួយភ្នាក់ងាររដ្ឋាភិបាល, អង្គការមិនមែនរដ្ឋាភិបាល និងអ្នកតំណាងកម្មករដើម្បីគាំទ្រដល់គោលនយោបាយអភិវឌ្ឍន៍ឱ្យទៅជាការអនុវត្តដែលធានាថាបានទទួលប្រាក់កម្រៃសមម្បសម្រាប់ជនចំណាកស្រុកក្នុងតំបន់ ជាពិសេសសម្រាប់អ្នកដែលធ្វើការមានគូនាទីជាកម្មករៗ

*៣./*អង្គការជនចំណាកស្រុកអន្តរជាតិ (អាយ.អូ.អឹម)គួរតែបន្តកិច្ចខិតខំប្រឹងប្រែងរបស់ខ្លួនដែលមានរួចមកហើយដើម្បីកាត់បន្ថយបញ្ហាក្នុងចំណោមជនចំណាកស្រុកដែលធ្វើដំណើរពីជនបទមកកាន់ទីក្រុងៗ

៦.២.៣. អង្គការមិនមែនរដ្ឋាភិបាលក្នុងស្រុក

១./ អង្គការមិនមែនរដ្ឋាភិបាលក្នុងស្រុកមួយចំនួនបានកំពុងតែធ្វើការរួចមកហើយដើម្បីបង្កើនការយល់ដឹងក្នុងចំណោមកម្មករពាក់ព័ន្ធនឹងការបណ្ដុះបណ្ដាល និងបែបបទផ្សេងៗទៀតនៃការទទួលបានការបណ្ដុះបណ្ដាល, ការអភិវឌ្ឍសេដ្ឋកិច្ច-សង្គម និងការធ្វើចំណាកស្រុកប្រកបដោយសុវត្ថិភាពហើយការងារនេះមានសារៈសំខាន់ណាស់គួរបន្តធ្វើ និងពង្រីកបន្ថែម។

២./ គួរបង្កើតកម្មវិធីឱ្យបានប្រើនដើម្បីគាំទ្រដល់សមាជិកនៃសហគមន៍ជនបទ ដែលកំពុងតែរេផ្លាស់ទីទៅកាន់តំបន់ទីក្រុងដូចជានៅរាជធានីភ្នំពេញ ដើម្បីឱ្យបានយល់ដឹងច្បាស់អំពីសារៈសំខាន់នៃការធ្វើចំណាកស្រុកប្រកបដោយសុវត្ថិភាព ហើយបង្កើតផែនការដើម្បីទប់ទល់បញ្ហានេះទៅតាមអ្វីដែលរានឹងត្រូវកើតឡើង។

៣./ អង្គការក្រៅរដ្ឋាភិបាលត្រូវតែស្វែងរកិជាមួយអាជ្ញាធរមូលដ្ឋាន និងរដ្ឋាភិបាលកណ្ដាលដើម្បីឱ្យចំនួននៃការវិនិយោគបានកើនឡើងដើម្បីឱ្យឱកាសនៃការបណ្ដុះបណ្ដាលលេចចេញជារូបរាង ជាពិសេសសម្រាប់ជនចំណាកស្រុកក្នុងតំបន់ដែលកំពុងតែរស់នៅក្នុងសហគមន៍ក្រីក្រក្នុងរាជធានីភ្នំពេញ។

៦.២.៤. ជនចំណាកស្រុក

១. ជនចំណាកស្រុកក្នុងតំបន់ និងអ្នកដែលកំពុងតែពិចារណាធ្វើការផ្លាស់ទីពីតំបន់ជនបទមកកាន់រាជធានីភ្នំពេញគួរតែប្រកាន់គោលជំហារដើម្បីធ្វើឱ្យខ្លួនពួកគេមានសុវត្ថិភាព អំឡុងពេលនៃដំណើរការការធ្វើចំណាកស្រុក មានដូចជា ត្រូវធ្វើផែនការជាក់លាក់ និងមានការរៀបចំអំពីការផ្លាស់ប្ដូរទីតាំងហើយជៀសវាងការប្រើប្រាស់អ្នកសម្របសម្រួល។

២. ជនចំណាកស្រុកដែលមានសក្ដានុពលគួរតែធានាថាពួកគេបានដឹងដំណឹងអំពីឱកាសការងារដែលមានសក្ដានុពលមុនពេលការធ្វើចំណាកស្រុកដើម្បីធានាថាពួកគេមានសេចក្ដីសង្ឃឹមជាក់លាក់ និងឬមានជំនាញដើម្បីយកទៅអនុវត្តន៍តាមគ្នានទីដែលអាចធ្វើទៅបាន។

៣./ ជនចំណាកស្រុកដែលមានសក្ដានុពលគួរតែស៊ើបការឱ្យបានច្បាស់ទាំងបញ្ញាប្រឈម និងផលប្រយោជន៍ដែលបានមកពីការធ្វើការចំណាកស្រុកក្នុងតំបន់មុនពេលសម្រេចចិត្តផ្លាស់ទីទៅរកការងារ។

Conclusions and Recommendations

Chapter 6. Conclusions and Recommendations

6.1. Conclusions

In terms of the demographics of the migrant populations of each Khan, the difference in education levels is likely a product of the presence of the Royal University of Phnom Penh in Khan Tuol Kork. This assertion is supported by the higher number of reported students in this Khan compared to Khan Meanchey. This suggests that a proportion of students from rural areas are living in impoverished circumstances in urban poor communities in Phnom Penh in order to undertake their studies. This demographic distribution also has implications for other findings within this research.

It is interesting that although a large number of people expressed a desire for formal training, and the availability of further education in Phnom Penh was a clear pull factor for migrants in both areas, less than 20% of the population reported having undertaken any form of formal training. This lack of vocational training undertaken by respondents may be due to limited opportunities offered by government agencies, and the high cost of training opportunities offered by the private centers. This lack of skill development could make it very challenging for migrants to find skilled employment, as was reported by those interviewed. Indeed the profile of employment in each of these Khans supports this assertion. The fact that more Khan Tuol Kork residents attained their skills through universities and private centers is consistent with the finding that more residents in Khan Toul Kork worked in professional roles. In other words, with a high level of training and skill, they were more able to obtain higher paying professional roles within companies, NGOs and government agencies.

This suggests that there is not simply a need to support the skill development of migrants, but for there to be training that is relevant to the skilled employment fields where there is demand in for workers. It appears that such employment opportunities need not be tailored to Phnom Penh given that a third of respondents wished to return to their rural home towns. Having said

this, returning migrants may have limited opportunities to use these skills within rural areas given the lack of employment diversification. Addressing this lack of variety of work opportunities within rural areas may make it easier for migrants to return to Phnom Penh and may mitigate the rapidly increasing population in Phnom Penh, which is in part due to internal migration.

Given that it was established that those with higher incomes spent more on their daily living needs, it is not surprising to find that daily expenditure was predictive of income levels. However, the predictive value of relationship with neighbors and community cohesion is more intriguing. As non-skilled workers, they need network among their peer; they could share information about the availability of jobs. By contrast, community cohesion may distract people from opportunities to work due to peer pressure to join in group activities.

> *"Most of migrants were looking for jobs through their relatives, friends and neighbors (a staff from Care International Cambodia, per communication, September 2015)"*.

Interestingly, gender was not a significant predictor of income level, suggesting that there was not a gender-based wage gap among these migrants. Finally, the finding that lack of information about safe migration was a significant predictor of lower income levels evidences the importance of safe migration in ensuring that migrants achieve the improvement in life circumstances that they seek in moving to Phnom Penh.

Migrants were highly satisfied accessibility of water supply and electricity services as the result of their migration to Phnom Penh. In contrast they presented that they could not access to these services while they were in rural areas while migrants were also satisfied with accessibility of heath care, they reported that they were prevented from using these services by their inability to access the health equity fund, due to the high cost of healthcare. Similarly, the lack of ID Poor system in Phnom Penh was a significant concern for migrants, in terms of the lack of safety nets available to them in Phnom Penh. This demonstrates the importance of

ensuring the migrants have access to both of these systems when they arrive in Phnom Penh in order to minimize the potential negative impacts of their transition.

6.2. Recommendations

In order to promote safe migration among the rural people into Phnom Penh of Cambodia, the following recommendations are provided to: the government agencies, donors, international organizations, Non-governmental Organization (NGOs) and migrants.

6.2.1. Government agencies

Based on the findings, key government agencies at national and sub-national levels such as the Ministry of Labor and Vocational Training, the Ministry of Women's Affairs, and the local authorities could work to help the migrants in the following manner:

a. The Ministry of Labor and Vocational Training.

1. As only around 20% of the migrants had skills through professional trainings, the Ministry should develop initiatives to build capacity for a range of roles, that reflect both the current demands within the employment markets in rural and urban Cambodia, and the interests and aspirations of Cambodian migrants.

2. The Ministry should work with existing vocational training centers to expand their coverage and programs for increasing the number of trainees. In particular, the program may be prioritized among marginalized youths in the rural areas.

3. The Ministry should ensure that scholarships or subsidies are widely available to migrants living in urban poor communities to minimize cost as a barrier to education.

4. The Ministry should negotiate with private companies and factories to discuss for decent salaries which help to enhance their living standard and quality of work. Establishment of a legal minimum wage across all sectors would significantly progress such discussions.

5. Work with other ministries and the broader national government strategy to diversify employment opportunities in rural areas. For example, working with other government departments to increase investment in the number and quality of health centers and schools, or other forms of infrastructure would simultaneously diversify employment opportunities within rural areas and progress government strategies to facilitate improvements in these areas.

b. The Ministry of Women's Affairs.

1. The Ministry should promote awareness of and encourage gender equity and equality amongst employers of migrants, particularly within industries where a high proportion of women are employed, such as the garments industry.

2. The Ministry should monitor and take steps to ensure the welfare of women during the migration process, particularly with respect to their exposure to violence and the risk of exploitation.

c. Local authorities (i.e., Khan, Sangkat and Commune).

1. Local authorities should work with the central government and NGOs to raise awareness to ensure that new migrants are effectively supported to establish themselves in Phnom Penh, particularly within urban poor communities where they are likely to face more hazards and challenges than in other parts of the city.

2. Local authorities should help to facilitate access to all necessary documents which are useful for their employment, health care, house rental and children' education of the migrants. The research has found that some migrants were required to pay a fee to process documents. Instead, the local authorities should provide them with these services free of charge.

6.2.2. Donors and international organization

1. International organizations and donors such as International Organization for Migration and International Labor Organization should help government agencies and

NGOs to establish programs and/or develop policies and strategic plans which help to improve safe migration and the socio-economic conditions of migrants in Phnom Penh, and mitigate the risks associated with internal migration.

2. The International Labor Organization should work closely with the government agencies, NGOs and workers' representatives to support development policies and practices that ensure decent payment for internal migrants, particularly those working in labor roles.

3. The International Organization for Migration should continue its existing efforts to reduce risks among the rural migrants.

6.2.3. Non-governmental Organization (NGOs)

1. A number of NGOs are already working to raise awareness among the workers with respect to training and other forms of skills acquisition, socio-economic development and safe migration, and it is essential that this work is maintained and scaled-up.

2. Programs are needed to support members of rural communities looking to move to urban areas such as Phnom Penh to understand the importance of safe migration and make plans for this move accordingly.

3. NGOs advocate to local authorities and the central government for increased investment in affordable training opportunities, particularly for internal migrants living in urban poor communities in Phnom Penh.

6.2.4. The Migrants

1. Internal migrants and those considering moving from rural areas to Phnom Penh should take steps to keep themselves safe during the migration process, such as making specific plans and arrangements for this move and avoiding use of facilitators.

2. Potential migrants should ensure that they are informed of potential employment opportunities before migrating to ensure that they have realistic expectations and/or have the skills to undertake the roles that are available.

3. Potential migrants should investigate both the risks and benefits of internal migration before deciding to make this move.

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Annex 1: Household Survey Questionnaire

Household Survey Questionnaire

Questionnaire Code: /_____/ _____/ _____/

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Scio-economic Impacts of Rural to Urban Migrants: a Case Study in Urban Poor of Phnom Penh City, Cambodia

Research Objectives:

- To analyze professional (i.e., skills and types of jobs) and socio-economic change (i.e., housing, education, health, and social acceptation) for rural migrants,

- To explore legal procedures required (i.e., employment, housing, schooling for children) and life skills held by migrants for adapting new living environments,

- To examine characteristics of safe migration from rural to urban areas of Phnom Penh, with a gender perspective,

- To explore the near-future plans of rural to urban migrants, and possibility of returning back to their rural communities.

</div>

Name of team leader: _____   Name of Interviewer: _____

Date of Interview: _____

Location: village:_____   Sangkat:_____   Khan:_____

Respondent's Phone number: _____

1. Demographic Information

01	Name of respondent:_____					
02	Age	_____Years	03	Gender	☐ 0.Male	☐ 1.Female
04	What is your marital status?					SA
	☐ 1.Single		☐ 2.Married			☐ 3.Divorced

	☐ 4.Separated	☐ 5.Others: _____	
05	What is your last educational level?	_____Years
06	Which year did you firstly move onto settle down in this house?	Year_____
07	How many total household members do you have in your household in	7.1 Male_person(s) 7.2 Female_person(s)
08	How many dependent members do your household have?	_____person(s)

09	What is your primary current job?			SA
	☐ 1.Garment worker ☐ 2.Construction worker ☐ 3.Street vendor ☐ 4.Driver			
	☐ 5.Self-employed ☐ 6.Company staff ☐ 7.NGOs staff ☐ 8.Gov't			
	☐ 9.Stay at home ☐ 10.Rubbish collector ☐ 11.Others__			

10	How many children that are enrolling school at	_____person(s)
11	How many children that are not enrolling school in your hometown now (reaching the age for	_____person(s)
12	How many children that are enrolling school in Phnom Penh with you now (reaching the age for	_____person(s)
13	How many children that are not enrolling school and with you now (reaching the age for	_____person(s)

14	Land size for settlement at hometown	__square meter	15	Land size for agriculture at	_ square meter

16	How many people are involving in income generation in your household?	_____person(s)

17	How much money can your household member earn per month in Phnom Penh?		
Source of Incomes		**USD/month**	**Remark**
17.1	Labor wage		
17.2	Factory salary		
17.3	Company salary		
17.4	NGO Salary		
17.5	Government Salary		
17.6	Selling		

17.7	Others_____		
18	How much money does your household spend per month in Phnom Penh?		
	Source of expense	**USD/month**	**Remark**
18.1	☐ Daily food consumption (incl. Gas...etc.)		
18.2	☐ Children's education		
18.3	☐ Daily transportation (incl. own vehicle)		
18.4	☐ Electricity utility		
18.5	☐ Water utility		
18.6	☐ Solid waste collection		
18.7	☐ House rental		
18.9	☐ Others specify)_____		

2. Skill and Type of job

19	Do you have skill (through training) relating to your current job?	☐ 0.Yes ☐ 1. No
20	Is your current skill sufficient for your current job?	☐ 0.Yes ☐ 1. No
21	Has your work place provided you with any training?	☐ 0.Yes ☐ 1. No
22	If yes, how many courses you have taken at your work place?	_____course(s)
23	And what were they? Please elaborate._____	
24	Do you have a plan to take any professional skill in future?	☐ 0.Yes ☐ 1. No
25	Skills training and employment opportunity:	**MA**

Types of skills	Skill you have	Skill you like	Skill with high demand
Machinery	01. ☐	01. ☐	01. ☐
Finance	02. ☐	02. ☐	02. ☐
Accounting	03. ☐	03. ☐	03. ☐
Administration	04. ☐	04. ☐	04. ☐
Driving	05. ☐	05. ☐	05. ☐
Marketing	06. ☐	06. ☐	06. ☐
Tourism	07. ☐	07. ☐	07. ☐

Garment	08. ☐	08. ☐	08. ☐	
Food	09. ☐	09. ☐	09. ☐	
Beverage	10. ☐	10. ☐	10. ☐	
Other_____	11. ☐	11. ☐	11. ☐	

26	Where have you taken your professional skills?	**MA**
	1. ☐ Public center 2. ☐ University 3. ☐ Private Center 4. ☐ Others____	
27	Which country have you taken your professional training?	1. ☐ Cambodia 2. ☐ Oversea

3. Socio-Economic change

Attributes		Degree of changes				
		VL	**L**	**M**	**H**	**VH**
Living conditions and residency						
28.1	Living condition	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.2	Living environment	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.3	Housing condition	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.4	Food shortage	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
Educational development						
28.5	Skill building	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.6	Advanced education	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.7	Education for children	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
Public and social services						
28.8	Access to health care	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.9	Electricity	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.10	Water supply	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.11	Solid waste collection	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.12	Obtaining to equity fund	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.13	Obtaining ID poor program	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
Social acceptation						
28.14	Relationship with neighbors	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.15	Community cohesion	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.16	Participation in community	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐
28.17	Social security	1. ☐	2. ☐	3. ☐	4. ☐	5. ☐

| 28.18 | Communication with families in home town | 1. ☐ | 2. ☐ | 3. ☐ | 4. ☐ | 5. ☐ |

4. Legal procedure for new settlement

29	Are you required to register with local administration for new settlement?	☐ 0. Yes	☐ 1. No		
30	If yes, which level?				SA
	1. ☐ Municipality	2. ☐ Khan	3. ☐ Sangkat		
	4. ☐ Village	5. ☐ Krom	6. ☐ Others		
31	And for what purposes?				MA
	1. ☐ House rental	2. ☐ Employment	3. ☐ Children education		
	4. ☐ Open business	5. ☐ Bank account	6. ☐ Other_____		
32	Are you required to pay for procedure?	☐ 0. Yes	☐ 1. No		

5. Safe and safe migration

33	Why did you decide to leave from your hometown? (**Push Factors**)		MA
	1. ☐ Lack of local employment	2. ☐ Insufficient agricultural land	
	3. ☐ Follow couple	4. ☐ Poverty	
	5. ☐ In debt	6. ☐ Disaster	
	7. ☐ Further education	8. ☐ Other_____	
34	What are attracting you for new settlement? (**Pull Factors**)		MA
	1. ☐ Construction demand 2. ☐ Industrialization 3. ☐ Further education		
	4. ☐ Technology advancement 5. ☐ Materialism 6. ☐ Better infrastructure		
	7. ☐ Modernization 8. ☐ Other_____		
35	Did you have specific plan before migration?	☐ 0. Yes ☐ 1. No	
36	Did you consult with your family before migration?	☐ 0. Yes ☐ 1. No	
37	Did you know where to work before migration?	☐ 0. Yes ☐ 1. No	
38	Did you get any information about safe migration before	☐ 0. Yes ☐ 1. No	
39	If yes, whom?		MA
	1. ☐ Local authority 2. ☐ NGOs 3. ☐ Relatives		
	4. ☐ Friends/ Acquaintance 5. ☐ Neighbor 6. ☐ Others_____		

40	With whom did you firstly migrate to Phnom Penh?		MA
	1. ☐ Facilitator 2. ☐ Spouse	3. ☐ Relatives	4. ☐ Friends/ Acquaintance
	5. ☐ Sweet heart 6. ☐ Sibling	7. ☐ Others____	
41	Did you spend any money for their guidance?	0. ☐ Yes	1. ☐ No
42	If yes how much? _____USD		
43	Have you ever faced any of the following incidents?	0. ☐ Yes	1. ☐ No
44	If yes, what have they been?		MA
	1. ☐ Cheating 2. ☐ Sexual exploitation 3. ☐ Trafficking		
	4. ☐ Rapping 5. ☐ Physical violence 6. ☐ Others_____		
45	How long did you take to find a job? _____days		

Future Plan

46	Are you planning to leave Phnom Penh in the future?	☐ 0. Yes ☐ 1. No
47	If yes, where would you plan to go? SA	
	1. ☐ Home town 2. ☐ Other Cities 3. ☐ Other Provinces 4. ☐ Other Countries	
48	And when? _____month	
49	Why are you planning to leave Phnom Penh? Please specify: _____	
50	Will your current skill be enough for your new job in the future?	☐ 0. Yes ☐ 1. No

Annex 2: Checklists

Checklist 1: Key Informants with the Labor and Vocational Training (MoLVT)

1. Please give brief information about the situation of rural migrants in Phnom Penh *(general information such as current situation of migrants nowadays as well as push and pull factors... for what purposes they are migrating from rural areas for PP).*

2. What are the current government policies and strategies to support migrants from rural areas into Phnom Penh?

3. What are the national programs/activities implementing by the Ministry (MoLVT) to improve socio-economic conditions of rural migrants in Phnom Penh?

4. Why are rural people migrating into Phnom Penh? What are the main impacts from migration on the urban poor communities?

5. What types of common jobs are popular among rural migrants? What types of jobs are suitable for unskilled migrants? And what is more suitable job for skilled migrants from rural areas?

6. What rural migrants are required to do before moving to Phnom Penh to ensure safe migration?

7. What are the key problems and constraints faced by rural migrants in urban area of Phnom Penh?

8. What are your suggestions for improving socio-economic conditions of rural migrants in urban area of Phnom Penh?

Checklist 2: Key Informants with the International Organization for Migration (IOM)

1. Please give brief information about the situation of rural migrants in Phnom Penh.

2. What are the push and pull factors of rural migration into Phnom Penh?

3. To your points of views, are their living conditions better than ones in the rural areas? If yes, why? If not why not?

4. Are rural migrants skilled or unskilled workers? And why?

5. What are the main programs implementing by IOMs and other NGOs for supporting the rural migrants in Phnom Penh?

6. What activity/program did your organization do to improve skills of rural migrants for decent job in Phnom Penh?

7. How to be successful migrants when they are returning home?

8. What are the key problems and constraints faced by rural migrants in urban area of Phnom Penh?

9. What are your suggestions for improving socio-economic conditions of rural migrants in urban area of Phnom Penh?

Checklist 3: Key Informants with the District/Khan Governor and Village Heads

1. Please give brief information about the situation of rural migrants in your district/village.

2. How are the living conditions of rural migrants in your district/village? Are they better than one in the rural areas?

3. What legal documents are required for migrants to have (1) accommodation, (2) utilities (i.e., electricity and water), and (3) employment contract and (4) children education?

4. Are there any program/activity implementing to support rural migrants?

5. How are safe Commune/Sangkat programs beneficial to the rural migrants in your district/village?

6. To your points of views, are they living in your districts/villages as long-term or short-term? Are they returning their hometown in the future?

7. What are the key problems and constraints faced by rural migrants in your district/village?

8. What are your suggestions for improving socio-economic conditions of rural migrants in urban area of Phnom Penh?

Checklist 4: Focus Group Discussion (FGD) among the Migrants

      (Participants: 5 male and 5 female for each group)

1. Please give brief description about your communities you are living, in terms of (1) location, housing condition, utilities (electricity and water), water and sanitation.

2. Why are you deciding to leave your home town for Phnom Penh? What are advantages and disadvantages of migration from rural to urban areas?

3. Please list types of jobs that can be found by men and kinds of jobs that can be found by women find in Phnom Penh? Do they have different capacity in finding jobs?

4. Is it difficult for you to find a job when you firstly arrive? Why are you deciding to work at your current job? Is your salary or wage sufficient for your living?

5. How often do you change your jobs? And why?

6. What are the problems commonly facing by rural migrants in this community?

Annex 3: Letters

សមាគមធាងត្នោត

Sahmakum Teang Tnaut, a Cambodian Urban NGO

លេខ ១២១/១៥

សូមគោរពជូន

លោក សេង សាញ់

ចៅសង្កាត់មានជ័យ

កម្មវត្ថុៈ សំណើសុំជួបដើម្បីផ្តល់បទសម្ភាសន៍ស្ដីអំពីការធ្វើចំណាកស្រុក និងផលប៉ះពាល់របស់ប្រជាពលរដ្ឋនៅ តាមជនបទទៅកាន់រាជធានីភ្នំពេញនៅឆ្នាំ២០១៥

យោងតាមកម្មវត្ថុខាងលើ ខ្ញុំបាទមានកិត្តិយសសូមជម្រាបលោកចៅសង្កាត់មេត្តាជ្រាបថាៈ អង្គការ សមាគមធាងត្នោតមានផែនការសិក្សាស្រាវជ្រាវពាក់ព័ន្ធនិងការធ្វើចំណាកស្រុក និងផលប៉ះពាល់របស់ប្រជាពលរដ្ឋ នៅតាមជនបទទៅកាន់រាជធានីភ្នំពេញនៅឆ្នាំ២០១៥។ ដើម្បីឲ្យការសិក្សាស្រាវជ្រាវនេះមានលក្ខណៈកាន់តែ ច្បាស់លាស់ និងស៊ីជម្រៅ អង្គការសមាគមធាងត្នោតមានគោលបំណងធ្វើបទសម្ភាសន៍ជាមួយលោក ដើម្បីពិភាក្សា លើស្ថានភាពទូទៅអំពីការធ្វើចំណាកស្រុក និងផលប៉ះពាល់អំពីការធ្វើចំណាកស្រុកនេះៗ។

កិច្ចសម្ភាសន៍នេះគ្រោងនឹងប្រព្រឹត្តទៅនៅថ្ងៃទៅ១០ ខែកញ្ញា ឆ្នាំ២០១៥ វេលាម៉ោង ១៦:០០ ដល់ម៉ោង ១៦:៣០ នាទីល្ងាចនៅសង្កាត់មានជ័យ។

អាស្រ័យដូចបានជម្រាបជូនខាងលើ សូមលោកចៅសង្កាត់មេត្តាផ្តល់បទសម្ភាសន៍ដូចដែលបានរៀបរាប់ ខាងលើតាមការគួរ។

សូមលោកចៅសង្កាត់ទទួលនូវការគោរពអំពីខ្ញុំ។

ធ្វើនៅភ្នំពេញ, ថ្ងៃទី ០៨ ខែកញ្ញា ឆ្នាំ២០១៥

នាយកប្រតិបត្តិ

ព័ត៌មានបន្ថែមសូមទាក់ទង:

លោក ហង្ស វង្ស ប្រធានកម្មវិធីបច្ចេកទេស

ទូរស័ព្ទ: ០២៣ ៥៥៥ ១៩៦៤

សារអេឡិចត្រូនិច: vong@teangtnaut.org

សម្មតមធាងត្នោត
Sahmakum Teang Tnaut, a Cambodian Urban NGO

លេខ. ១២២/១៥

សូមគោរពជូន
ឯកឧត្តម សេង សុគ្គា
អគ្គនាយកនៃអគ្គនាយកដ្ឋានការងារ
ក្រសួងការងារ និងបណ្ដុះបណ្ដាលវិជ្ជាជីវ:

កម្មវត្ថុ: សំណើសុំជួបអ្នកតំណាង ឬមន្ត្រីជំនាញដើម្បីផ្ដល់បទសម្ភាសន៍ស្ដីអំពីការធ្វើចំណាកស្រុក និងផលប៉ះពាល់ របស់ប្រជាពលរដ្ឋនៅតាមជនបទទៅកាន់រាជធានីភ្នំពេញនៅឆ្នាំ២០១៥

យោងតាមកម្មវត្ថុខាងលើ ខ្ញុំបាទមានកិត្តិយសសូមជម្រាបជូនឯកឧត្តមេត្តាជ្រាបថា: អង្គការសមាគម ធាងត្នោតមានផែនការសិក្សាស្រាវជ្រាវពាក់ព័ន្ធនឹងការធ្វើចំណាកស្រុក និងផលប៉ះពាល់របស់ ប្រជាពលរដ្ឋនៅតាម ជនបទទៅកាន់រាជធានីភ្នំពេញនៅឆ្នាំ២០១៥។ ដើម្បីឱ្យការសិក្សាស្រាវជ្រាវនេះមានលក្ខណ:កាន់តែច្បាស់លាស់ និងសុីជម្រៅ អង្គការសមាគមធាងត្នោតមានគោលបំណងធ្វើបទសម្ភាសន៍ជាមួយមន្ត្រីនៃក្រសួងការងារ និងបណ្ដុះ បណ្ដាលវិជ្ជាជីវ: ដើម្បីពិភាក្សាលើស្ថានភាពទូទៅអំពីការធ្វើចំណាកស្រុក និងផលប៉ះពាល់អំពីការធ្វើចំណាក ស្រុកនេះ។

កិច្ចសម្ភាសន៍នេះគ្រោងនឹងប្រព្រឹត្តទៅ នៅថ្ងៃទៅ១១ ខែកញ្ញា ឆ្នាំ២០១៥ វេលាម៉ោង ០៩:០០ ដល់ម៉ោង ០៩:៣០ នាទីល្ងាចនៅក្រសួងការងារ និងបណ្ដុះបណ្ដាលវិជ្ជាជីវ:។

អាស្រ័យដូចបានជម្រាបជូនខាងលើ **សូមឯកឧត្តម**េត្តាចាត់មន្ត្រីជំនាញដើម្បីផ្ដល់បទសម្ភាសន៍ ដូចដែលបានរៀបរាប់ខាងលើដោយក្ដីអនុគ្រោះ។

សូមឯកឧត្តមទទួលនូវការគោរពដ៏ខ្ពង់ខ្ពស់អំពីខ្ញុំ។

ធ្វើនៅភ្នំពេញ, ថ្ងៃទី ០៩ ខែកញ្ញា ឆ្នាំ២០១៥
នាយកប្រតិបត្តិ

ព័ត៌មានបន្ថែមសូមទាក់ទង:
លោក ហ៊ង វង្ស ប្រធានកម្មវិធីបណ្ដុះទេស
ទូរស័ព្ទ: ០២៣ ៥៥៥ ១៩៦៤
សារអេឡិចត្រូនិច: vong@teangtnaut.org

Annex 4: Pictures of Field Work

| Roundtable meeting with IOs & Local NGOs | Group photo after roundtable meeting with IOs & Local NGOs |

| Focus group discussion with migrants in village 23, Tuol Kork | Group photo after focus group discussion in village 23, Tuol Kork |

| Interview with vice head of Sangkat Teuk Laork Muoy, Tuol Kork | Interview with village head of Steung Meanchey village, Meanchey |

| Focus group discussion with migrants in Meanchey village, Meanchey | Group photo after focus group discussion in Meanchey village, Meanchey |

| Urban Settlement Officer interviewing a migrant in Prek Takung 1, Meanchey | STT's staff talking with representatives from local authority in Prek Takung village, Meanchey |

| STT's intern finding migrants to interview, Prek Takung 3 village, Meanchey | Urban Settlement Officer interviewing a migrant in Prek Takung, Meanchey |