



ENHANCING INCLUSIVE SOCIAL PROTECTION AND DECENT WORK FOR WOMEN WORKERS IN CAMBODIA

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Project overview:

The project aims to empower workers, particularly women and including people with disabilities, in informal and formal economies by engaging them in leadership roles, advocating for their rights at work and ensuring their inclusion in social protection systems.

Approximately 3,000 women are participating in collective action and advocacy led by women and worker unions. The project will gather evidence to inform policy advocacy and stakeholder dialogues, with a focus on improving workers' rights and protections.

Key project activities and outputs:

- Establish and strengthen sub-unions in targeted factories and workplaces, encompassing both formal and informal sectors.
- Educate core group members on relevant laws, policies, digital advocacy tools, and evidence-gathering techniques.
- Increase worker awareness through outreach efforts led by core groups.
- Host online worker talk shows, forums, and social media campaigns.
- Facilitate worker participation in advocacy initiatives at national and regional levels, while providing emergency support as needed.

“As a result of my involvement with ActionAid and partners in the project I am now aware of my rights that are protected and the freedom to participate in various activities in society.” – Sovann (Program Participant)

Project duration:

July 2022–June 2025

Supported by:

Australian Aid under the Australian NGO Cooperation Program

In partnership with: Cambodian Alliance of Trade Unions (CATU), Independent Democracy of Informal Economy Association (IDEA), Cambodia Food and Service Worker Federation (CSFWF)

Location:

Phnom Penh, Cambodia

Project objectives:

- Mobilise workers and increase their knowledge, especially women and workers with disabilities, on labour laws and policies.
- Organise and mobilise worker sub-unions in targeted workplaces, along with women leaders/core groups, to influence employers and government using project evidence.
- Empower all workers, particularly women and workers with disabilities, to engage in policy dialogues and advocate for improved working conditions and social protection schemes

Impact:

- Increased Union Functionality: 5 worker sub unions are active, enhancing collective bargaining power.
- Empowered Women Workers: Enhanced knowledge of rights under national and global policies.
- Improved Workplace Conditions: Increased safety materials, life insurance, salary increases; better conditions for domestic workers.
- Government Action and Policy Impact: Ministry of Labour responded with free health care for informal tourism workers and better street vendor conditions.
- Effective Advocacy Engagement: 85% of women leaders engaged in advocacy, exceeding project target of 60%; leading to 3 advocacy actions for workplace improvements and labor rights protection.