

## ABSTRACT

The government's policy is to promote the labor export about a million overseas migrant workers in the coming years and it has produced an active and clear employment policy for new workers entering into the labor market and worker migrants is seen as one of the ways to help growth the country's economy through the increase in remittances transfer and the cash flow movement within the country.

However, the weaknesses in the legal, regulatory and institutional framework of labor migration have contributed to incoherent policies and inconsistent practices in the labor migration process that have undermined, directly or through unintended consequences, the policies and programs in other areas. This lack of effective migration governance has led to a large number of migrants venturing into irregular status. As these workers have no legal status in the host countries, their rights are subject to frequent abuse, putting them at the mercy of unscrupulous agents, and their suggestions and proposals in regards with health cares, security, and other opportunities have been ignored by the government, and those issues have not been clearly sited in the legal framework and policies agenda of the government, thus it caused to the deterioration of the quality of life and working condition for the immigrant workers working overseas from Cambodia.

The purpose of this paper focused on analysis of the government's policy on the labor export by improving and strengthening the legal and institutional framework, enforcing the international instrument on the labor migration, protecting and promoting the rights of the migrant workers, enhancing the work safety condition and environment to ensure the good health for the migrant workers, and coordinating and facilitation between the labor migration supply countries and labor receiving countries to promote the decent work environment for the workers.

The findings and results showed that the absence of the private and public sectors building partnership in labor export, weak enforcement and strengthening on the regulatory framework on the policy on labor export, ineffective institutional arrangement for coordination and facilitation from the key stakeholders involved in the labor migration, low knowledge and skills in capacity development for migrant workers, ineffective strategies on marketing and technology innovation to promote the labor migration export, the stakeholders have less influences on the policy, inadequate addresses in the conventions on the rights of protection and promotion of the migrant workers, incoherent practices of the decent work environment for migrant workers, poor strategic

alliance and cooperation with the countries receiving labor migrant workers, and ignorance of the social service support for the migrant workers.

Therefore, the government should improve enforcing the regulatory framework and institutional arrangement to strengthen the policy on the labor exports. In this case, the manpower and government should work closely with migrations in order to find out basic problems and pass new rules to recover the troubles that provide best options and security for them. In addition, strengthening the capacity of the labor export working agencies and recruitment agencies to be capable to make social dialogue with key stakeholders in the labor export; before authority and provide to some agencies to export migrations, government should be reviews on the policies and make agreements with in order to maintain the long term relationship and partnership which issue more potential safety for migrations during their working in foreign countries and they can rely on both agencies and government when they have some problems. Next, should providing the capacity building of the local government officials, NGOs, IOs and manpower agencies to share experience among the sending and receiving countries in the regions, particularly in foreign countries. All of these institutions must cooperate closely each other, and provide and pass new policies to protection migrations before inbound and outbound. They should offer training orientation courses and explain them to contact emergency if they match any problem between workers and shareholders. Finally, enforcing the international instruments on the implementation of the ILO convention on the promotion and protection of the rights of the migrant workers promoting the institutional capacity to strengthen on the work safety and work environment of the migrant workers oversea; the government should carry on hardly and respectfully with ILO convention which are useful policies to improve relationship between workers, shareholders and government. They can refer to ILO convention when the problems are existed.

In conclusion, the government has brought up with clear set of key policies to increase the number of labor export to Malaysia, Thailand, and South Korea. The number will hit to one million workers for export per year. The government hopes to gain US\$1 billion a year from labor export. As the result, the government are now promoting the open policy on the labor migration export by involving the key stakeholders privates and publics, NGOs, and IOs to build the partnership, strengthening the institutional capacity, regulation, coordination and facilitation for increasing the labor migration competitiveness.