



## CAMBODIAN FEDERATION OF EMPLOYERS AND BUSINESS ASSOCIATIONS

Turn to Us for Industrial Harmony  
We Represent You Where It Matters Most

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Edited by  
**Mr. Som Chamnan**  
Executive manager

CAMFEBA Quarterly Newsletter  
April-June 2010



### *National Social Security Fund—Update*

Due to the needs to have a committee to deal with all the complaints/disputes relating to the NSSF implementation, a committee called “**Dispute Settlement or Complaint Handling Committee**” will be established very soon.

On June 16, 2010, The NSSF convened its 16th Board Meeting to discuss the drafted Prakas on the establishment of this committee under the chairmanship of **H.E Seng Sakda**, Chairman of the Board of NSSF, and other Board members.

The 13-Article Prakas on this committee is still in draft and will be revised in accordance with the inputs and comments provided by the tripartite Board members. The date to adopt this Prakas is yet set, but CAMFEBA will follow up with this and inform our members in the due course.

During this Board meeting, the Board also approved to include **Ang Doung Hospital** as a new Agreed Hospital in order to provide more medical services to the NSSF members.



### *Trade Union Law Development*

In accordance with the recommendation from **Samdech Akkak Moha Senapadei Techo Hun Sen** in the Government-Private Sector Forum (G-PSF), the Ministry of Labor and Vocational Training (MoLVT) has sought the technical support from the International Labor Organization to draft the Trade Union Law. The Ministry has also established a special task force whose members come from the tripartite constituency (government, employers and trade unions) to work on the establishment of this law. The draft Trade Union Law was released to all relevant stakeholders for review and comments in May 2010.

As the employers’ representative, CAMFEBA under the technical and financial support from the ILO’s Bureau for Employers’ Activities (ACTEMP) organized the Employers Forum on 21 June 2010 at the Inter-Continental hotel, in which around 80 employers and employers’ representatives attended. CAMFEBA could generate many inputs/comments from employers from this forum. We will consolidate those comments in the draft Trade Union Law and submit it to MoLVT for consideration.

It should be noted that after receiving comments from all stakeholders, the MoLVT will organize a Tripartite Meeting some time in August or September 2010 to finalize the draft law and then submit it to the Council of Ministers for review in October. Based on the timeframe advised by Samdech Prime Minister during the 15th G-PSF on 27 April 2010, this law will be adopted by the National Assembly by the first semester of 2011.



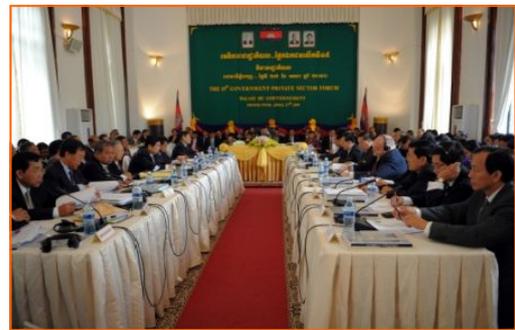
*Employers Forum on trade union law 11 June*



## *The 15th Government-Private Sector Forum on 27 April 2010*

Cambodia's Government-Private Sector Forum (G-PSF) is a public-private consultation mechanism. The G-PSF is held bi-annually under the chairmanship of the Prime Minister of Cambodia. The G-PSF is full cabinet meeting and the decisions made in the Forum are binding. The G-PSF is an opportunity for the private sector and the government to report on the progress of all the eight Working Groups (WGs) and to consider the outstanding issues that remain unresolved from the WG meeting.

On 27 April 2010 at 8:00 am at the Government Palace of Cambodia, the 15th Government-Private Sector Forum (G-PSF) was held and presided over by **Samdech Akka Moha Sena Padei Techo HUN SEN**, Prime Minister of the Kingdom of Cambodia. Regarded as an open plenary session of the Council of Ministers, with participation from members of the Royal Government, provincial / municipal governors, government officials, armed forces, representatives of ministries / competent authorities, ambassadors to the Kingdom of Cambodia, international organizations, and national and international investors, the Forum was to listen to reports on past private sector development activities, business, and investment, and to address a number of concerns of the business people and investors in the Kingdom of Cambodia.



*15th G-PSF on 27 April 2010*



During this meeting, each working group raised their own issues. For the 8th Government Private Sector Working Group on Industrial Relations, Lok Oknha Dr. Nang Sothy who is the Co-chair this Working Group, raised 3 issues for Samdech Prime Minister's recommendations. Those issues were 1)-The Trade Union Law development; 2)- Vocational Training for workers who lost the jobs in Siem Reap and Sihanouk province; and 3)-Issues of the Association of Cambodian Recruitment Agencies (ACRA).



*15th G-PSF on 27 April 2010*



## *High-Level Tripartite Consultation meeting on Industrial Relations 30 March 2010, Raffles Hotel Le Royal, Phnom Penh*

With the initiative and special invitation from the Senior Minister and Minister of Commerce of Cambodia **H. E Cham Prasidh**, a group of high level delegates from Geneva led by **Mr. Kari Tapiola**, the Executive Director of the International Labor Organization (ILO), paid an official visit to Cambodia in late March 2010. Mr. Kari Tapiola was accompanied by **Mr. Brent Wilton**, Deputy Secretary General of the International Organization of Employers (IoE) and **Ms. Sharan Burrow**, Secretary General of the International Trade Union Congress (ITUC) and other delegates from ILO Sub-Regional Office in Bangkok.

It was the first time that the high level officials from ILO, IoE and ITUC came down to Cambodia to see the real situation and talk to the relevant people on the improvement of industrial relations in Cambodia.

Aside from the meeting with the government, employers and trade unions, the delegates also joint the High-Level Tripartite consultative meeting on 30 March 2010 organized by the Ministry of Labor and Vocational Training at Raffles Hotel Le Royal. The meeting was attended by senior officials from the Ministry of Labor and Vocational Training, CAMFEBA, Garment Manufacturers Association in Cambodia (GMAC) and trade unions. After the full-day discussion, the meeting produced the commitments for further discussions as following:



*Meeting on Industrial Relations  
30 March 2010, Raffles Hotel Le Royal, Phnom Penh*

1. Parties agree to adhere to National law
2. Both parties support CBA in order to achieve certainty and predictability, and to protect rights and terms and conditions of work for both parties.
3. Both parties support the MRS as the exclusive bargaining agent on behalf of all workers in the enterprise. Minority unions can participate in the process by choice but along with all employees must respect the authority of the MRS union, and have no right to initiate or disrupt bargaining or to object to any CBA reached by MRS union
4. A CBA negotiated by MRS union applies to all employees in the enterprise and no strike or lockout should be permitted by any group during the term of the CBA. No further claims shall be lodged by either party during the term of the agreement.
5. Any dispute that arises during the term of the CBA will be settled in accordance with a shortened dispute procedure with binding arbitration on rights disputes. No strike shall take place over disputes of rights.
6. In the absence of a CBA, the parties shall agree to use the national dispute procedure and accept, where mediation is unable to resolve the issue, binding arbitration for rights disputes. The parties also agree to follow the dispute resolution procedures and not resort to strike or lockout during the process. Where an arbitration decision on dispute of rights is given, the employer and workers and their representatives accept that the decision is final and binding on them. Where a party fails to honor the agreement, then strike or lockout shall be available a last resort.
7. The parties agree to carry out fact-based joint research on the prevalence and nature of short term employment contracts in the garment industry. On the basis of this research, the parties agree examine limiting the use of fixed duration contracts to legitimate reasons such as business cycle, seasonality, and related reasons.
8. The parties agree to start a national policy dialogue on productivity.
9. The parties agree to discuss the selection process of arbitrators in order to ensure confidence in the Arbitration Council by all parties.



# CAMFEBA

## E-NEWSLETTER

Vol. 2 Year 2010 April-June



### HR Club Meeting

As a part of services to members, CAMFEBA organized the HR Club meeting regularly once every two months to give the networking and knowledge sharing opportunities for human resource practitioners in Cambodia.

On June 11, 2010 from 2:00-5:00 pm, CAMFEBA organized this meeting which was attended by around 50 participants. The Club meeting was contributed by two special guest speakers who made presentations and shared their experiences on HR-related topics. They were Mr. PICH Baneth, HR-External Affairs Manager from Cambodia Unilever Co. Ltd., ; and Mr. OM Sengbora, Chairman of Aplus Consulting.

Mr. PICH Baneth made a presentation on “Benefit Management Plan” while Mr. OM Sengbora made presentation on “CEO’s Perspectives on Human Resource Management”. After each presentation, the participants were very active in raising the questions to the presenters and sharing the practices in their companies.

The next HR Club meeting will be held **on Friday 13th August 2010 at 2:00 pm**. One of the proposed agenda will be about “Talent Attraction, Retention and Development”.



HR Club Meeting on 11 June 2010

### Welcome to CAMFEBA’s New Members

No	Company/Organization	Member	Business	Joining Date
1	EZECOM Co., Ltd.	Ordinary Member	Internet Provider	Apr 2010
2	Mfone Co., Ltd.	Ordinary Member	Telephone and Internet Service Provider	May 2010
3	ACS Capital Corporation limited	Ordinary Member	MFI	Jun 2010
4	Cambodian Disable People’s Organization (CDPO)	Associate Member	Disability Sector	Jun 2010
5	Representative office of Dupont (Thailand) Ltd.	Ordinary Member	Agriculture Products	Jun 2010

With the continuous increment of new members, CAMFEBA needs to work much harder in representing and safeguarding the members’ interest. We strongly believe that all the successes we have achieved would not have happened if there had been no active participations and supports from all members. Then we would like to express our sincere thanks to the following prestigious new members for their contributions and participations.

**To become our member,  
please contact  
Mr. Tep Sophoan  
Marketing & Membership Executive  
Mobile: (855) 17 556 007  
Email: [marketing@camfeba.com](mailto:marketing@camfeba.com)**

**CAMFEBA'S WHOLEHEARTED THANKS  
TO OUR MEMBERS FOR SPONSORING  
OUR MARKETING MATERIAL PRINTING**

*The Executive Council members and staff of CAMFEBA would like to express our profound thanks and sincere gratitude to the following members for their kind sponsorship for our marketing material printing. We wish them greater successes in their business in the years to come.*

**Gold Sponsor**



**Silver Sponsors:**



**Bronze Sponsors:**





### ANNOUNCEMENT ON NEW EXECUTIVE COMMITTEE MEMBERS 2010-2012



The Cambodian Federation of Employers and Business Associations (CAMFEBA), the organization of employers in Cambodia recognized nationally and internationally has the pride to announce her Executive Committee members for the new mandate (2010-2012) elected during the Annual General Meeting on April 08<sup>th</sup>, 2010 at Cambodiana Hotel, Phnom Penh.

Name	Position	Representing Organization
Mr. Van Sou Ieng	President	Garment Manufacturers Association in Cambodia
Ms. Sandra D'AMICO	Vice President	HR Inc (Cambodia) Co., Ltd.
Mr. Senaka Fernando	Vice President/Treasurer	British Business Association of Cambodia
Mr. Teh Sing	Secretary General	Malaysian Business Council of Cambodia
Ms. Riviera Ho-Rathore	Deputy Secretary General	Sotelco Ltd. (Beeline)
Ms. Sou Moniveark	Member	ANZ Royal Bank
Mr. Matthew Rendall	Member	Sciaroni & Associates Ltd
Mr. SOV Chhun Tek	Member	Pyramid Co., Ltd.
Mr. William Toyn	Member	Ezecom Co., Ltd.
Mr. Alex Yu	Member	CamboSix Company Limited



*CAMFEBA's Executive Committee members for the new mandate (2010-2012)*



*CAMFEBA's Professional Staff 2010*

#### About CAMFEBA:

Established in 2000, CAMFEBA is the sole Employers' Organization representing the interest of private sector in Cambodia mainly on labor-related issues. We are the member of the ASEAN Confederation of Employers (ACE), the Confederation of Asia-Pacific Employers (CAPE) and the International Organization of Employers (IOE). Our main objectives are to unite, coordinate, promote, protect and represent the interest of all employers in Cambodia under one unified umbrella. Being a member of CAMFEBA, you can enjoy a wide range of services such as *Legal Advisory, Information Dissemination, Training & Development, Advocacy, and others*. For more information, please visit our website at [www.camfeba.com](http://www.camfeba.com). Our membership is open to all companies and Business Associations. However, we also welcome individual professionals and non-profit organization as Associate members.

**To become our member, please contact our Secretariat through the following address: # 44, St. 320, Sangkat Boeung Keng Kang III, Khan Chamkar Morn, Phnom Penh, Cambodia.  
Tel: (855) 23 222 186; E-mail: [marketing@camfeba.com](mailto:marketing@camfeba.com).**



### *The International Training Program In Japan for Members in Fiscal Year 2010*

CAMFEBA is delighted to announce the upcoming International Training programmes in Japan conducted by AOTS (Association for Overseas Technical Scholarship) which is the successor of NICC (Nippon-Keidanren International Cooperation Center). We also would like to take this opportunity to congratulate **Ms. Leng Somaly**, Vice President and HR Manager of Forte Insurance (Cambodia) Plc. and **Mr. Yin Phallyn**, HR Manager of Dynamic Pharma Co., Ltd. for their selections to join the Training programme on Industrial Relations and Human Resources Management in Japan from 19-30 July 2010.

It should be noted that this International Training Programme is totally sponsored by AOTS under the programme to support all the Employers' Organizations in Asia-Pacific. However, only direct members of CAMFEBA can enjoy this training programme. CAMFEBA will announce to all members about each training programme near the due course.

#### **UPCOMING TRAINING PROGRAMMES FOR 2010**

<b>Names of Program</b>	<b>Period</b>	<b>Participants</b>	<b>Venue</b>
Occupational Safety and Health Management and Work Environment Improvement	6-17 September 2010	Being recruited (Application is now opened until 22 July 2010)	Yokohama/ Japan
Industrial Relations and Human Resources Management	18-29 October 2010	Being recruited (Application is now opened until 25 August 2010)	Yokohama/ Japan
Trainers' Training Course on Management Training Program (MTP-TT)	10-26 Nov 2010	To be announced	Yokohama/ Japan

If you are interested in one of these courses  
please visit our website at [www.camfeba.com](http://www.camfeba.com) or feel free to contact us at  
E-mail: [marketing@camfeba.com](mailto:marketing@camfeba.com)  
or Phone: 023 222 186.



### *CAMFEBA's International Level Representation...*

#### **Industrial Relations Team Meeting** 23 April 2010, Bangkok, Thailand

**Ms. Sandra D'AMICO, CAMFEBA's Vice President**

**Objectives:** The meeting discussed and prepared for the next (third) Regional Seminar in Industrial Relations in the ASEAN Region, which is one of the main activities under the ASEAN-ILO Japan Industrial Relations Project, with the overarching theme "*Building Better Industrial Relations toward ASEAN Integration*". The conclusion of this meeting was reported to the Project Cooperating Committee (PCC) during the PCC meeting which was held in May 2010 in Hanoi, Vietnam.

#### **ILO/SKILLS-AP/HRD Korea Regional workshop on improving workplace learning and TVET quality assurance In Asia and the Pacific 2nd ASEM Social Partner Forum** 20-23 April 2010, Incheon. The Republic of Korea

**Mr. Som Chamnan, CAMFEBA's Executive Manager**

**Objectives:** The aim of the workshop was to improve the capacity of countries in the Regional Skills Network with regard to Workplace learning and overall quality assurance for TVET systems. The workshop assisted countries in the region to deal with the challenge of skills shortages and provided training for improved productivity and employment growth. It also explored ways in which public policy can be used to encourage organizations to make more effective use of the skills of their employees. The workshop also provided an opportunity to discuss challenges and exchange ideas about related issues.



#### **Global Child Labour Conference** 10-11 May 2010, The Hague, Holland

**Mrs. Sou Moniveark, CAMFEBA's Executive Committee Member**

**Objective:** The main objective of the Global Conference was to deliver a commitment to take immediate and effective measures to meet the challenge to eliminate the worst forms of child labour by 2016. Sessions were focused on the following five thematic windows: *political awareness, financing needs, policy integration, tripartite action and a focus on Africa*. The forum offered specific platforms for all participants to discuss the challenges and opportunities at hand and to learn from each other's experiences. One of the expected outcomes of the Global Conference was the adoption of a Roadmap with concrete steps to achieve the 2016 goal.

#### **Regional Social Dialogue on Growth, Employment and Sound Industrial Relations in the Services Sector: Sharing Experiences from ASEAN and the EU"** 31 March to 01 April 2010, Hanoi, Vietnam

**Mr. Matthew Rendall, Executive Board member**

**Objectives:** The Social dialogue was aimed to promote the sharing of knowledge and joint learning on growth, employment and sound industrial relations. This even brought up the participations from professional presentations from ASEAN countries and European Community. The participants actively shared their views and experiences on Industrial Relations in their respective countries.



## *CAMFEBA's International Level Representation ...*

**99th Session of the International Labor Conference  
2-18 June 2010, Geneva, Switzerland.**

**Mr. Teh Sing, CAMFEBA's Secretary General**



*Mr. Teh Sing, CAMFEBA's Secretary General  
in the 99th Session of ILC 2010*

The International Labour Conference (ILC), which meets annually, is composed of tripartite delegations from Member States, plus a number of observers. Article 3, paragraph 1, of the ILO Constitution provides that each delegation shall be composed of **four** delegates - namely **two** government delegates, **one** employers' delegate and **one** workers' delegate. Moreover, Article 3, paragraph 2 of the Constitution provides that each delegate may be accompanied by not more than two technical advisers for each separate item placed on the agenda. While customarily it is the delegate who attends plenary sessions of the Conference, Committees are attended by delegates or technical advisers, either of whom may be a titular (voting) or deputy member.

The work of the International Labour Conference is governed by *Standing Orders*. As mentioned earlier, one of the Conference's functions is the adoption of **international labor standards** - international social treaties, which take the form of *Conventions* and *Recommendations* or, occasionally, *Protocols*. A wide variety of subjects is covered by Conventions and Recommendations - including freedom of association, forced labor, employment issues, human resources, labor-management relations, social security, safety and health and the elimination of child labor.

**Regional Workshop on Monitoring and Assessing Progress on Decent Work in Asia on 28-30 June 2010, Bangkok, Thailand.**

**Mr. Teh Sing, CAMFEBA's Secretary General**

### **Objectives:**

- To disseminate the conceptual and methodological framework for measuring progress on decent work;
- To share experience on progress made by national statistical offices and ministries of labour of the region in the measurement of decent work
- To define a plan for developing decent work
- Indicators and incorporating them into regional databases.

**Tripartite Consultation Meeting under the scheme "Towards an ASEAN Roadmap on the elimination of the Worst Forms of Child Labour by 2016" on 28-29 June 2010, Bangkok, Thailand**

**Ms. Riviera Ho-Rathore, Deputy Secretary General of CAMFEBA**

**Objectives:** The meeting was aimed to validate the report and draft roadmap with ASEAN Tripartite Constituents. Tripartite support was sought prior to the presentation of the report to ASEAN Senior Labour Officials, from whom endorsement of the report and adoption of a target for eliminating the worst forms of child labour by 2016 and a time-bound roadmap towards that goal would be sought.



*Opening Ceremony of 99th Session of ILC 2010*



## Training Improvement, April-June 2010



*Training activities and group photo (06-07 April 2010)*

Development of your human resources lies at the core of your business strategy and will not only give allow us to continue to meet and exceed our existing high standards of performance, but will also ensure we are prepared to deal with the challenges that the future will inevitably bring. To meet our development objectives, we have consistently revised to meet market needs and we provide conductive training environment coupled with high quality trainers

### 1. Customized Training Programs:

Customized training programs are designed to consolidate and integrate the key issues of the learning objectives, which are then linked to organizational strategy and culture, in order to be fully effective.

#### Occupational Safety & Health at the Workplace

Occupational Safety and Health Training was conducted on 06-07 April 2010 at Cambodiana Phnom Penh. This training course was organized for TOTAL Cambodge's employees to improve safety and health systems on how to protect themselves and people around from any accidents and illnesses. The training purposes were to increase an awareness and understanding of the occupational safety and health which is an integral part of management.



*Occupational Safety and Health, 06-07 April 2010*

### 2. Public Training Programs:

#### Training Techniques for Trainers

Training Techniques for Trainers was conducted on 08-09 April 2010 at CAMFEBA of office. This course was designed to enable Supervisors, Executives, Managers and potential trainers to obtain the skills necessary to identify method of training that were most suitable to the learning needs of their target audience. Thus, by the end of the course, participants would be able to select appropriate training aids relevant to the training program, using feedback and questioning techniques to stimulate participation and deal with difficult situations arising during the delivery of training.



*Group photos, CAMFEBA, Phnom Penh, Cambodia (08-09 April 2010)*



### *Training Improvement ...*

#### **National Social Security fund and Occupational Risk in Cambodia (NSSF)**

National Social Security Fund Training was conducted on 02-03 March 2010 at Intercontinental hotel. This course was practically designed for the Managers and Executives in the HR, Admin/Finance Department and Compliance Officers who wished to update their skills in dealing with a diverse work environment, and those involved in recruiting, handling HR affairs, and managing to ensure all legal aspects are put into practice.



*National Social Security Fund and Occupational Risk in Cambodia (NSSF), 02-03 March 2010*

#### **Office Management and Administrative Skills**



*Office Management and Administrative Skills on 11-12 May 2010*

Office Management and Administrative Skills was conducted on 11-12 May 2010 at Intercontinental Hotel. This interactive program explored the roles of the office administrator and secretary to play in contributing towards the effectiveness of an organization.

#### **Practical Leave and Absenteeism Management**



*Practical Leave & Absenteeism Management Training*

The course on Practical Leave and Absenteeism Management was conducted on 17-18 May 2010 at Intercontinental Phnom Penh. At the end of this course, the participants gained the knowledge of all kinds of leaves and absenteeism management provided by the Cambodian Labor Law and how to manage absenteeism.

#### **Public Speaking and Presentation Skills**

Public Speaking and Presentation Skills was conducted on 27-28 May 2010 at Nagaworld hotel. The participants learned to increase self-confidence in public speaking, to organize and write ideas into a public speech format and to get familiar with common problems and to identify steps to overcome speaking anxiety.



*Public Speaking & Presentation Skill Training*



### Training Improvement ...

#### Professional Financial Report Writing Skills

CAMFEBA conducted a training course on Professional Financial Report Writing Skills on May 29-30, 2010 in order to help build the basic techniques for preparing Financial Report Statements and to develop knowledge and understanding of more financial accounting concepts and principles to members.



Training on Professional Financial Report Writing, 29-30 May 2010

#### Workplace Motivation for High Productivity

The course was conducted on 01-02 April 2010 at Nagaworld Hotel. This course aimed to help participants identify and develop effective motivators in managing people. Participants learned to improve their abilities to persevere and maintain positive outlook in handling various difficult situations at the workplace and with their customers.



Training on Workplace Motivation, 01-02 April 2010

## Training Schedule for August 2010



### Why is CAMFEBA your Best Training Solution?

- We provide custom-designed training solutions centered on your training needs.
- Only the very best trainers with rich experiences in the topic will facilitate your event.
- We understand the employers' perspective, so our training is delivered toward their needs.
- We focus on quality and ensure that each event is your success.
- Our training programme is very well recognized by employers in Cambodia.

### COURSES

Practical HR Policy and Procedures, & HR Manual Development

Date: 05-06/08/10 Venue: Hotel Language: Khmer

Practical Internal Audit

Date: 14-15/08/10 Venue: Hotel Language: Khmer

Professional Office Management and Administrative Skills

Date: 19-20/08/10 Venue: Hotel Language: Khmer

Professionally Handling with Difficult Customers

Date: 24-25/08/10 Venue: Hotel Language: Khmer

Communication Skills for High Performance

Date: 26-27/08/10 Venue: Hotel Language: Khmer

Training Techniques for Trainers

Date: 28-29/08/10 Venue: Hotel Language: Khmer

### Benefits you will gain from our training:

- 1 Cost effective.
- 2 Get what you want the training to provide to your people.
- 3 Your certificate is well recognized by other employers.
- 4 Improvement of your staff performance as well as your company's performance.
- 5 And many more...

Further information about course details, please visit our website at [www.camfeba.com](http://www.camfeba.com)  
Registration, please contact Mr. Prim Somony at 012 401 333 or 023 222 186  
E-mail: [training@camfeba.com](mailto:training@camfeba.com)  
**FIRST COME, FIRST SERVED!**





## *Public Relations and Dealing with Media Training Workshop for CAMFEBA and other Business Associations in Cambodia*

Under financial support from ILO's Bureau for Employers' Activities (ILO ACTEMP) and with technical coordination of Mr. Dragan Radic, ILO Senior Specialist in Employers' Activities, CAMFEBA organized a 3-day training workshop on 10-12 May 2010 at Inter-Continental Hotel, Phnom Penh, Cambodia.

The training was facilitated by Mr. Larry Jagan, Freelance Journalist/South East Asia Analyst, and Mr. Jean-Federic Bernard, Senior Coach from the Center for Development Communication.



*Mock TV Interview*

The training was attended by 10 high-level officers from CAMFEBA and some other Business Associations. From CAMFEBA, there were Mr. Van Sou Ieng, President; Ms. Sandra D'Amico, Vice President; Mr. Teh Sing, Secretary General; Mr. Som Chamnan, Executive Manager; Mr. Prum Yuthen, Marketing & External Relations Manager. Besides, there were Mr. Theng Vibol, Policy Analyst from International Business Chamber of Cambodia; Mr. Ann Bunhak, President of Association of Recruitment Agencies in Cambodia; Mr. Ken Loo, Secretary General of the Garment Manufacturers Association in Cambodia-GMAC; Mr. Kaing Monika, Business Development Manager of GMAC; etc.

The workshop aimed to equip the participants with the following skills:

### **A better understanding of:**

- How to develop media strategy
- How to design and deliver key message
- How to build the bridges with the press
- How to write a good press releases
- How to organize an effective press conference

### **Improve skills and competencies in:**

- Preparation for and handling of media interview
- Crafting and delivering key media messages
- Dealing with crisis (in media terms)
- Giving an interview to the press

The workshop comprised of mini-lecturing, group discussions and lives mock TV interviews on the second and last day.



*Mock TV Interview*



## *HR Networking/Knowledge Sharing Workshop, Siem Reap Province*

In response to the suggestions made by all participants attending the workshop on 12 March 2010 at Sokha hotel regarding an update on the development of the laws and regulations as well as setting up a networking/ knowledge sharing meeting on a regular basis amongst HR practitioners in Siem Reap, CAMFEBA conducted the **HR Networking/Knowledge Sharing Workshop** on 29 May 2010 at Sokha Angkor Resort, Siem Reap Province.

The purposes of this meeting were: 1) to inform the HR practitioners in SR an update on the development of laws and regulations related to the labor in Cambodia, especially the results of the 15<sup>th</sup> Government-Private Sector Forum held on 27 April, the 8<sup>th</sup> IR G-PSWG meeting and CAMFEBA's meeting with the Director General of Labor on Labor Inspection and other legal compliances with the Ministry of Labor and Vocational Training, and 2) to establish a networking/ knowledge sharing event amongst HR practitioners.



*HR Networking/Knowledge Sharing Workshop, Siem Reap Province on 29 May 2010*



The meeting was joined by 23 Human Resource Managers coming from various hotels in Siem Reap. It was noticed that after the discussion during the meeting, all attendees agreed to establish an HR Club at Siem Reap under the coordination of CAMFEBA.



*Mr. Som Chamnan, CAMFEBA's Executive Manager, making presentation on Industrial Relations System in Cambodia*



## *The First Social Outreach of CAMNICA*

Through out the collaboration between CAMFEBA and Nippon-Keidanren International Cooperation Center (NICC) has come to exist since 2003 after CAMFEBA became a member of the confederation of Asia-Pacific Employer (CAPE). Since then, CAMFEBA and her members have enjoyed the support from NICC in the area of Human Resources Development. As of July 2009, there were 40 participants from members and staff of CAMFEBA attending the Inviting Training Programme in Japan under the full scholarship from NICC and others over two hundreds attending the International Training Seminars jointly organized by CAMFEBA and NICC in Cambodia.

In order to build up network among those participants as well as to encourage the knowledge sharing practice among them, CAMFEBA decided to establish an alumni network. The network was named “**CAMNICA-NICC Alumni Network**” which its acronym is **CAMNICA**, launched on 11 January 2010.

CAMNICA is a non-profit, non-politic, non-religious and non-ideological and independent body. The only purpose of establishing this network is to keep strengthening the relationship amongst the former NICC participants and create relationship and cooperation with associations, local and international organizations to exchange knowledge and experiences in the area relating to Human Resources Management, Human Resource Development, Industrial Relations, Occupational Safety and Health etc.



*The First Social Outreach of CAMNICA on 12 June 2010*



*The First Social Outreach of CAMNICA on 12 June 2010*

There are 11 Executive Committees from different private companies in this network. The Executive Committee scheduled some activities such as gatherings, social outreach and training workshops through out the year.

On 12 June 2010, CAMNICA organized its first activities- social outreach at Vedic Maharishi University (currently known as Chea Sim Kamchaymea University), Prey Veng Province. This event was joined by CAMNICA Executive Committee and the University Representatives with more than 100 Chea Sim Kamchay Mea University Students. CAMNICA introduced two important topics: *How to Select the Right Skills for the Labor Market* presented by Mr. Kunn Kunthy- General Manager from DDD and *How to Get Success in Seeking a Job* presented by Mr. Som Chamnan- Executive Manager from CAMFEBA. After the presentation, the university students were very in asking questions specially related to the topics above. This event ended with satisfactory results as CAMNICA had received strong supports from all of the university representatives and students. Under the contributions of each board's own resources, private time and some sponsorship from their companies, CAMNICA brought 100 T-shirts sponsored by Beeline Tele-company, and some books about Education and Job Seeking Guide, for the students as well as for the university.

To hold such an important social activity and other events in the future, CAMNICA is seeking sponsorship from all donors and supporter. Your contributions will be beneficial to all Cambodian people.



**CAMBODIAN FEDERATION OF EMPLOYERS AND BUSINESS  
ASSOCIATIONS (CAMFEBA)**

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**TURN TO US FOR INDUSTRIAL HARMONY  
WE REPRESENT YOU WHERE IT MATTERS MOST**