

**Needs Assessment and Analysis of the Situation
of Cambodian Migrant Workers
in Klong Yai District, Trad, Thailand**

(October 2005)

**Migrant Support Project
Legal Support for Children and Women (LSCW)**

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Abbreviations

BLO	Border liaison office
HIV/AIDS	Acquired Human Immuno-Deficiency Virus/Syndrome
IDC	Immigration detention centre
IO	International organisation
ILO	International Labor Organization
LSCW	Legal Support for Children and Women
NGO	Non-governmental organisation
MOU	Memorandum of Understanding
STD	Sexually transmitted disease
UNDP	United National Development Project
UNIAP	United Nations Interagency Project on Human Trafficking in the Greater Mekong Sub-Region

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Definitions and Use of Terms

Child: the UN Convention on the Rights of the Child defines a child as: 'Every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier.'¹

Cambodian migrants: refers generally to migrants from Cambodia.

Coercion: can include violence or threat of violence, including deprivation of freedom (of movement or of personal choice); deception with regard to working conditions and/or the nature of the work to be done; abuse of authority or dominant position which can range from confiscation of personal documents in order to place another person in a dependent position, abuse of social dominant position or natural parental authority, or abuse of the vulnerable position of an individual without legal status, which includes debt bondage.²

Debt bondage: defined in international law as 'The condition arising from a pledge by a debtor of his/her personal services or those of a person under his/her control as security for a debt, if the value of those services as reasonably assessed is not applied towards the liquidation of the debt or the length or nature of those services are not respectively limited or defined.'³ In more simple terms, it means pledging the personal services or labour of a person indefinitely as security for a debt when the length and nature of the debt is not clearly defined.⁴

Discrimination: any distinction, exclusion or preference based on sex, gender (or other classifiers in society, such as ethnicity, colour, religion or political opinion), which has the effect of nullifying or impairing equality of opportunity and treatment.⁵

Exploitation: the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children defines exploitation to include, at a minimum, 'The exploitation or the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude, or the removal of organs.'⁶

Forced or compulsory labour: the ILO Forced Labour Convention gives the following definition: 'All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.'⁷

Irregular or undocumented migrants or workers: non-citizens who enter, or travel or work within a country without the necessary visa/travel documents and residency/work permits.

Migrant: someone who voluntarily leaves his/her community or country of origin to earn income in another town and/or province or in another country. Either regularly or irregularly, a migrant may engage in seasonal or longer term work and has not been forced to so by someone else. In this report, migrant refers both to foreign persons and to undocumented persons born in Thailand.

Migration: a description of the process of the movement of persons, thus including those forced or compelled to leave their homes, such as refugees, displaced persons and uprooted persons, as well as economic migrants.

1 UNICEF, 1989: Art. 1.

2 Wijers, M. and L. Lap-Chew, 1999: 48.

3 ILO, 1957: Art. 1.

4 Wijers, M. and L. Lap-Chew, 1999: 225.

5 Haspels, N. and B. Suriyasarn, 2003: 5.

6 UNODC, 2001b: Art. 3a.

7 ILO, 1930: Art. 2.

Unsafe migration: a situation in which the movement of persons is insecure, particularly for those who are undocumented, because of any unscrupulous behaviour of border officials, traffickers and others, and a lack of information with which to make choices and assess risks.

Sex work: as used in this report, sex work refers to the commercial provision of sexual services and encompasses a wide spectrum of coercion and/or force, from very little to extreme in nature and duration. This use is intended to recognise that the nature, degree or existence of sexual and other forms of exploitation to which an individual in sex work is subject, and that individual's perspective, may vary over time. In this report women and girls are referred to as sex workers rather than prostitutes, to avoid further stigmatising individuals and to emphasise the importance of promoting their health, well being and rights. This is in no way to diminish the recognition that commercial sexual exploitation is criminal and violates human rights and that measures to end the trafficking of women and children into the sex industry must be a priority for the international community.

(Human) Smuggling: the UN Protocol Against the Smuggling of Migrants defines the smuggling of migrants as 'The procurement, in order to obtain, directly or indirectly, a financial or other material benefit, of the illegal entry of a person into a country of which the person is not a national or a permanent resident.'⁸ The chief distinction between smuggling and trafficking, for adults, is that there is consent present in smuggling.

(Human) Trafficking: the UN Protocol on Trafficking in Persons defines trafficking in persons as 'the recruitment, transportation, transfer, harbouring, or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.'⁹ The recruitment, transportation, transfer, harbouring, or receipt of a child for the purpose of exploitation is considered trafficking, regardless of the means used.

Trafficker: any person who lures any person, by means of enticing, forcing, threatening, using hypnotic drugs, or by other means, for the purposes of sale, forced prostitution, forced labour and servitude. People who are involved in the recruitment and/or transportation of a person within and across national boundaries for work or services, by means of violence or threat of violence, abuse of authority or dominant position, debt bondage, deception and other forms of coercion.

⁸ UNODC, 2001a: Art. 3a.

⁹ UNODC, 2001b: Art. 3a.

Background Information

Legal Support for Children and Women (LSCW) is a newly reformed local Cambodian non-governmental organisation, officially registered in 2002. The mission of LSCW is to prevent and eliminate all forms of trafficking, exploitation and discrimination towards children and women in Cambodia. LSCW works to promote gender equality; protect men, women and children from all forms of exploitation and violence; gain recognition of and respect for their rights; and raise awareness of those rights among women and children themselves. LSCW offices (Phnom Penh, Prey Veng and Koh Kong) provide legal protection to women and children victims of trafficking, rape, domestic violence, exploitation and abuse. There is a focus on trafficking, as Koh Kong is a destination/transit province for trafficking and Prey Veng is a source province (these locations were chosen as a result of research findings indicating a gap in services). LSCW also supplies a prevention service, by means of which awareness of issues in target areas is raised, and access to the protection service is enabled.

In August 2004, LSCW conducted a gender analysis on human trafficking to and through Koh Kong,¹⁰ to investigate and gain detailed insight on the current situation in internal and cross-border trafficking to and through Koh Kong. This research focused primarily on girls trafficked internally to Koh Kong and cross border to Klong Yai district, Trad province in Thailand into the sex industry. It also gave further information on Cambodian men and women trafficked to Thailand through Koh Kong to Trad province into the fishing and fish processing, construction, ice factory and sawmill industries.

Owing to the findings of this research, at the end of 2004, LSCW was keen to broaden the debate on trafficking to focus more on migration and migrant workers as a clear geographical gap existed in the border area that encompasses Klong Yai district as well as in services and agencies assisting Cambodian migrant workers in Thailand as a whole. A pilot project was launched and a mobile migrant support team was formed in July 2005 consisting of three staff members largely based in the transit point of Koh Kong. The new project aims to address critical gaps in support and services to vulnerable migrant communities in Klong Yai district. LSCW hopes to implement a system that can be integrated into the work and social environment of related communities. This could offer an immediate and lasting benefit to the community and diminish the risks of exploitation and trafficking inherent at the destination Klong Yai/Hat Lek in Trad. This study is thus the first step in addressing the needs and assessing the situation of Cambodian migrant workers in Klong Yai district.

Klong Yai district and Hat Lek

Klong Yai district, encompassing Hat Lek, is the southern eastern province of Thailand, bordering Cambodia's Koh Kong province. It is roughly 12 kilometres from the international border crossing, where there is a market at Hat Lek. Both Hat Lek and Koh Kong have long sea borders and are also accessible by land. Therefore, trade between the two countries is substantial; trade in undocumented migrants has also been significant, and populations from Cambodia have been mobile since the 1990s, despite a ban on logging and the closure of sawmills. These industries have been superseded by the expansion of the Thai fishing industry. In Koh Kong, small-scale fishermen have been unable to compete with the large Thai boats. Hence, many fishermen who have previously worked in Koh Kong have crossed the border into Trad province, particularly Klong Yai district, where there are also a number of sex workers and karaoke shops.

In Klong Yai district there are a number of large piers, as well smaller ports and docking areas. Most boats dock at these ports, with a large number of medium-size fishing boats near to the ports and a large number of Cambodian fishermen, dock workers and

¹⁰ See 'A Gender Analysis of the Patterns of Human Trafficking through and to Koh Kong January 2005', http://www.lscw.org/images/lscw_research_gender.pdf.

Cambodia female and child migrant workers in the seafood processing industries. Some fish are transported to Samut Prakan for processing in the larger factories; the dried fish products are transported to Malaysia.

Chalalai Port and Kalapangha Port have trade/goods boats which come to and from Koh Kong, Kompong Som and Vietnam. In addition, there are numerous motor boats that travel from Klong Makkam dock and Klong Soan to Hat Lek and on to Koh Kong, with large amounts of migration and movement back and forth across the border. Other industries, such as ice factory, sawmill and construction, sustain a mixture of Cambodian men and women, especially family groups.

Long-term communities of Cambodian migrant workers have been established in Klong Yai district and along the coast in Trad. They have rented houses and many of them congregate together in small areas (especially in Klong Yai) and speak Thai; a few have children educated in Thai schools. Recently arrived migrants working in the factories are often related to the long-term Cambodian community.

Industries are gender segregated in Klong Yai, except sawmills and ice factories, where both Cambodian men and women are found but conducting different tasks. Cambodian men work in fishing, construction, loading and unloading and as port workers. Cambodian women and girls are working as domestic workers and in shrimp, fish, crab, jelly-fish processing, construction and sex work.

Cambodian men employed in the various industries in Klong Yai province come from Kampot, Takeo and Prey Veng to work in the fishing industry: these have become migratory routes. Men and women from Koh Kong cross the border daily and sometimes seasonally, as do Cambodian migrants originally from Kompong Cham, Kandal, Phnom Penh, Kompong Speu and Kompong Thom provinces. The majority of those working in the fishing and fish processing industry are from Kampot, Kompong Som and villages along the southern Cambodian coast.

Trafficking and Cambodian migrant vulnerability in Klong Yai

Cambodians migrating to Klong Yai district find themselves working in low-paid exploitative labour. The work available to migrants is often dirty and degrading, with a lack of safety equipment. Klong Yai district in Trad province is alleged to be a destination and transit area for trafficked and exploited Cambodian migrants, particularly in the sex and fishing industries. Labour exploitation occurs in construction, sawmills and ice factories. Cambodian girls and women are found working in the fish processing industry and especially in the sex industry.

Vulnerability exists for Cambodian migrants in Klong Yai/Hat Lek. As legal means through private labour offices are not accessible for most, those seeking to migrate do so through illegal means using recruiters and smugglers, who often turn out to be traffickers. Because migrants are illegal, they cannot access most of their freedoms and rights (even if they know what these are). It is easy to control and exploit them, owing to illegal status and lack of language ability. Economic and illegal status intensifies victimisation through criminalisation; perception of workers as illegal; and discrimination from the local Thai populace. Cambodians are separated from their support networks, and excluded from mainstream society. Combined, these factors make it difficult for them to find medical assistance, support or legal protection, causing numerous day-to-day problems. And in many cases, work permits are confiscated by employers after payment of the registration fee.

The lack of human rights for Cambodian migrants as undocumented and documented migrants, both men and women, leaves them vulnerable to trafficking, without access to services, and lacking in knowledge on human rights, labour laws or information regarding registration. Even with the proper registration papers, Cambodian labourers are at the mercy of unscrupulous owners and bosses, and are constantly harassed by the authorities and law enforcers who can request payment and threaten jail or deportation.

Fear of arrest for all Cambodians working in Klong Yai district is real, owing to the proximity of places of work to the border. Cambodian women working in the sex industry are extremely vulnerable, owing to the illegal nature of their work which is characterised by debt bondage, coercion, physical and sexual violence and lack of freedom.

Project focus area

Klong Yai district in Trad (the furthest east province in Thailand) was chosen for the project since the majority of Cambodian migrants work in this district of Trad province. The main focus was on Klong Soan, where is the main concentration of Cambodian migrants, working in fishing and different types of fish processing. Klong Soan is also easily accessible for the team, as it is near the border. This area of Klong Soan includes the three main ports, Klong Makkam and Klong Chak villages as well as the karaoke area of Kong Kan. There are also large numbers of Cambodian migrants in the downtown area of Klong Yai town, living in Sam Yek area and in a village to the south called Bang In.

Research purpose

Before the project could develop activities and support services for Cambodian migrants, a more in-depth analysis of the situation of migrants (men, women and children) was needed in the project area. As a result, it was hoped that profiles, needs and issues affecting these migrants could be assessed and project activities could be tailored accordingly. Furthermore, the critical issues affecting Cambodian migrants in this area could be detailed.

The primary purpose was as follows:

- To collect information through interviews and discussions with migrants themselves and close collaboration with the CARE/Raksthai Foundation,¹¹ focusing on needs and issues faced.
- To conduct a mapping exercise to establish locations of migrant workers in Trad and to provide information so that priority migrants could be identified.
- To review the composition of communities to identify those who have the most direct contact with the target populations and social networks, i.e. community leaders/social groups, enabling development of these contacts.

Research questions

- What are the needs and issues affecting Cambodian migrants in Klong Yai and Hat Lek, Trad?
- In which industries are Cambodian migrants working and what is their current situation?
- What support services and resources are available to assist Cambodian migrants?
- What factors create vulnerability for Cambodian migrant workers, and could lead to exploitation and trafficking?

Research methodology

The team members consisted of the Migrant Support Coordinator and a mobile team (Project Officer and Mobile Team Member). The research began by formulating a questionnaire which could be used by the research team during the interviews with migrants (although at times researchers relied on memory as they were unable to use the questionnaire or write down answers). The questionnaire was formulated by the Coordinator in consultation with the team; training on conducting a situation analysis took place in Koh Kong. The questionnaire was pre-tested in Koh Kong with six Cambodian migrants who had previously worked in Klong Yai district and had returned to Koh Kong.

In each target area the researchers used the following methodology:

- Sampling of respondents
- In-depth interviewing with migrants and completion of questionnaire
- Observations of the general environment of the interviewees at worksites

¹¹ CARE/Raksthai deals primarily with HIV/AIDS and health programmes.

- Recording of oral histories/testimonies
- Gathering of documents and data on Cambodian migrants and respondents
- General information concerning demographics of the area
- Mapping of the areas and industries in which Cambodian migrants reside and work
- Focus group discussions on needs and issues

All interviews were conducted in Khmer by the mobile team (Project Officer and Mobile Team Member). Where possible, Cambodian migrants were interviewed individually away from other community members and family, so confidentiality could be respected. At no time did the team attempt to interview migrants at the worksites, which would have resulted in putting the team at risk of repercussions from employers or created unnecessary problems for working migrants. All interviews were conducted at home after introductions had been made by a known person who was familiar with the communities. The areas where interviews took place depended on accessibility and entry points. A mapping exercise was conducted of the industries and locations of Cambodian migrant workers documented. In addition, an estimation was made of the numbers in each industry. Information gathered from the interviews was documented and analysed into quantitative and qualitative information.

Target groups

Table 1 shows the locations and the type of industries where Cambodian migrants are employed, as included in this report.

Table 1: Number of migrants interviewed

Type of work	Gender	Locations	Number
Fishermen	Male	Koh Kong	3
Brothel owner	Female	Koh Kong	1
Grocery seller	Female	Koh Kong	1
Male domestic worker	Male	Koh Kong	1
Fishermen	Male	Klong Soan	6
Fish processing	1 Male 6 females	Klong Soan, Klong Chak and Sam Yek	7
Shrimp processing	Female	Klong Soan and Klong Chak	4
Domestic workers	Female	Klong Soan and Klong Chak	2
Fish dryers	Female	Klong Chak	3
Fish head cutters	Female	Klong Chak	3
Fish sorting	Female	Klong Soan	3
Port worker/loading	Male	Klong Soan	2
Unload/loading	Male	Klong Soan	1
Wood unloading	Male	Klong Soan	3
Construction	Male	Klong Soan, Klong Chak and Bang In	6
Squid Processing	Female	Sam Yek and Bang In	4
Total			50

A total number of 50 migrants is given for migrants interviewed. In some cases, information from the six preliminary interviews in Koh Kong was not substantial. Where this is the case, only 44 interviews are given as a total, as these were the interviews conducted in Klong Yai. With the assistance of CARE/Raksthai, focus group discussions were organised with 13 sex workers (documented in Section 2) and three other focal groups of Cambodian migrants, consisting of six persons per group and focused on needs. One interview took place with a migrant worker from the Kampuchea Krom area of Vietnam. It was decided to include this person in the research, as the migration issues and circumstances were identical to those for migrants born in Cambodia.

Behavioural code

The research was conducted according to the behavioural code of the UN human rights protocol. All respondents were told about the reasons for the research, and asked whether they agreed to the interview process and also whether written notes could be

used. In many cases, the respondents preferred for information not to be written; at all times these requests were adhered to. Confidentiality was also respected, and names or organisations speaking on request of anonymity were also not used. The research team attempted to be friendly, non-judgmental and culturally sensitive as well as receptive to the needs of the target groups.

Limitations

There were several key limitations. Although some of the research team had experience of information gathering and conducting research, this was a huge learning exercise for the staff. Secondly, the issues of migrants in crisis, trafficking and labour exploitation are extremely sensitive subjects in the Klong Yai/Hat Lek area and Thailand as a whole. This severely delayed the project in Klong Yai, as authorisation to gather and collect information was difficult to obtain from the district authorities and took a number of days to negotiate. In addition, the registration period in Thailand had just been completed for 2005; hence, authorities were active in checking and deporting migrants, creating distrust among Cambodian migrant communities of outsiders, particularly the LSCW migrant support team. The team decided not to approach migrants in the workplace for fear of reprisals from employers but instead interviewed in residential areas. Furthermore, staff encountered difficulties in conducting interviews and meeting with migrants in a safe and secure environment. This was overcome by cooperating with CARE/Raksthai and learning from their experience of working with these communities since 1998. Occasionally, several visits to living areas were needed before interviews could take place and confidence and trust could be built with the migrants.

There was also a change in the chosen target groups. The research team had previously planned to interview ice factory and sawmill workers. However, this was not possible since both ice factory workers and sawmill workers lived at their worksite. Interviewing was not possible: the foreman and employers were present, and the team felt that migrants would not be able to answer openly and confidentiality could not be respected. In the future, the team plans to gather information on these industries when more cooperation has been established with the authorities. Instead, the team found other areas of work where migrants were more accessible and additional locations where Cambodian migrants were living.

Layout of the report

The situation analysis comprises information obtained from interviews with Cambodian migrants during one month in September 2005. This paper contains two sections. **Section 1** contains qualitative and quantitative information from the situation analysis obtained from the Cambodian migrant workers, including on: migration from source province; social economic factors; reasons for leaving Cambodia; journey; border crossing; legal status; documentation; sending and remitting money; reasons for staying in Klong Yai; problems and vulnerabilities; and current needs. **Section 2** presents the results of the mapping exercise, detailing: industries and residential areas; current resources and services available; those who have contact with migrants; and industries in which Cambodian migrants are working in Klong Yai district. This section includes areas of work where Cambodian migrants are vulnerable, particularly sex work and the fishing industry. It should also be noted that all prices are in Thai baht throughout the report.¹²

¹² 40 Thai baht to one US dollar.

Section 1 Qualitative and Quantitative Findings

1.1 Background information and socioeconomic factors

Source provinces

The three main Cambodian source provinces documented during the research were Koh Kong, Kampot and Takeo, and migrants tended to be from the same districts and villages as each other. The migrants used their social networks to assist them in migratory process from source provinces to Klong Yai district.

Table 2: Source of Cambodian migrant workers in Klong Yai district

Province	District	Subtotal	Total
Kampot	Kompong Trach	7	13
	Banteay Meas	3	
	Daung Tong	1	
	Tuit Meas	2	
Koh Kong	Smach Meanchey	11	11
Takeo	Prey Kabas	1	10
	Munkol Baray	1	
	Tramkok	6	
	Koh Andat	1	
	Bathy	1	
Kompong Cham	Kompong Meir	1	4
	Koh Kratin	1	
	O-reeun-0	1	
	Saray Sunthor	1	
Prey Veng	Preasdach	1	4
	Mesang	2	
	Pearaing	1	
Battambang	Ay	1	1
Phnom Penh	Sangkat 2	1	1
Svay Rieng	Svay Chrum	1	1
Kandal	Sán	1	1
Kompong Thom	Ston	1	1
Kompong Som	Prey Phnov	1	1
Kompong Chhnang	Bory Bo	1	1
Kampuchea Krom (An Giang)	Teto	1	1
Total			50

Age of migrants

The majority of ages of Cambodian migrant workers ranged from eighteen to thirty-five years old.

Marital status of Cambodian migrant workers in Klong Yai

The majority of Cambodian migrants in Klong Yai were married, which contrasts with the assumption that Cambodian migrants are usually male and single.

Table 3: Marital status of Cambodian migrant workers

Gender	Married	Single	Divorced
Male	17	8	1
Female	18	7	5
Total	35	15	6

Number of children per family

Most of the migrants had two children.

Location and birthplace of Cambodian migrant children

The majority of Cambodian migrants came with their younger children, who had been born in Cambodia. Children under five were commonly with both parents in Klong Yai, while older children (from 10 years old) were either sent back to Cambodia to live with extended family and parents or had never left the source province.

Table 4: Location and birthplace of Cambodian migrant children

Total no. of children	Born Cambodia, live in Thailand	Born and live in Thailand	Born and live in Cambodia
66	31	16	19

Education levels of Cambodian migrants in Klong Yai

The majority of Cambodian migrant workers in Klong Yai were educated to Grade 5. However, the majority of female migrant workers as viewed in Graph1 had no or little education.

Occupation prior to migration

As seen in Table 5, the majority of Cambodian migrant workers were rice farmers, and also had one other occupation during the wet season in which they supplemented their income (e.g., growing or selling products, logging, fishing, or selling cakes, fruit or lottery tickets).

Table 5: Occupation prior to migrating

Occupation prior to migrating	Number
Rice farming + small-scale produce	27
Small business (cigarettes, clothing, groceries, livestock or lottery tickets)	9
Motodop driver	3
Waitressing	2
Housework	1
Student	1
Carrying wood	2
Construction	1
Security guard	1
No information	3
Total	50

Problems prior to migrating

Nine respondents stated that they had no problems prior to migrating. Most, however, reported a number of problems, often resulting from social and economic factors. In each case, migrants mentioned a number of different reasons, culminating in their decision to

migrate. For example, one male domestic worker from Koh Kong stated that his family had debts owing to the disappearance of his brother in Thailand. His father was suffering from illness and physical problems and they had no land to farm. Migrants from Kampot province (Kompong Trach district) report land grabbing by the Vietnamese, which resulted in loss of land; this was frequently mentioned as a major reason for migration from Kampot province. In Takeo province, migrants stated that flooding and drought (natural disaster) had resulted in food and income shortages for people, especially in Tramkok district which borders Kampot and can be accessed along the same road. Hence, migration for the majority appeared to be for survival rather than for material gain.

Table 6: Problems prior to migrating

Problems prior to migrating	Number
No problem	11
Family income small (poor)	8
Lost land or small amount	5
Parental/family problems	5
Death in family	4
Marital or relationship problem	4
Lost capital/business failure	3
Illness in family	2
Not enough rice yield/natural disaster	2
Political problem/insecurity in Cambodia	2
Motorbike stolen	1
No information	3
Total	50

Decision to migrate

The decision to migrate was taken by themselves in the case of men, whereas women stated they discussed with family, friends or neighbours before leaving. Some female migrants stated husbands came back to Cambodia to bring them and the children back to Klong Yai district.

Table 7: Decision to migrate

Own decision	26
Family discussed	9
Friends decided	1
Brother	1
Parents	4
Husband	2
Cousin	1
Sister-in-law	1
Total	44

Reasons for leaving Cambodian

Reasons for leaving Cambodia were not always based on the problems viewed in Table 6. Interrelated and combine factors resulted in migrants leaving Cambodian to migrate to Klong Yai district as seen in Table 6. but the main reasons were lack of employment, irregular incomes and low salaries in Cambodia especially during the dry season as opposed to job opportunities and the possibility of earning money in Klong Yai which was a huge pull factor for many.

Table 8: Reasons for leaving

Main reasons	
No work and salary low in Cambodia	11

Earn money and job opportunities	8
Rice yield poor and lack of food	8
Natural disaster	4
Curious about Thailand	4
Debt	3
Finance to assist family	2
Political problem or instability in Cambodia	2
No patrons and no inheritance	1
Motorbike stolen	1
Seeking mother	1
Father ill and 7 siblings	1
Mother brought her	1
Husband/children died	1
Lost capital	1
Love story, theft and conflict with family	1
Total	50

Information prior to migrating

30% of migrants stated that they were not provided with any information prior to migrating. However, the majority (70%) had received information about Thailand and working in Klong Yai. Information had been given by friends, family and neighbours who had returned for visits and had given positive images of the work situation and salary, as well as of the ease in finding jobs, making money and conducting business. For example migrants quoted just over US\$1/day (50-70 baht) as the amount they could earn doing rice farming at source, whereas in Klong Yai district the minimum wage is usually around 100-180 baht/day. Recruiters were alleged to be active in many villages. One fisherman newly arrived from Takeo stated that he wanted to inform all Cambodians not to migrate to Thailand, as living conditions were poor and the recruiters based in his area of Takeo were giving false information. He stated that had he had real information about the work conditions, he would never have migrated; if able to go back to Cambodia, he would never return to Thailand. A few had worked in the logging and fishing industry and were already well acquainted with the conditions. Only 16% had been informed about problems with police, hard work and difficulty in finding jobs; this 16% still risked migrating.

1.2 Crossing the border

Transit locations of migration

As seen in Table 9, the majority of migrants based in Klong Yai use Koh Kong as transit location; those from Kampot often using Kompong Som.

Table 9: Transit locations of migrants

Source	Transit Koh Kong	Transit Kompong Som	Transit Sre Ambel	Transit Malay
Koh Kong	10	0	0	0
Kampot	8	5	1	0
Takeo	6	1	2	0
Kompong Cham	3	1	0	0
Prey Veng	3	1	0	0
Battambang	1	0	0	0
Kompong Thom	0	0	0	1
Phnom Penh	0	1	0	0
Kompong Chhnang	1	0	0	0
Kandal	0	1	0	0

Kompong Som	1	0	0	0
Kampuchea Krom	0	1	0	0
Total	32	11	3	1

Koh Kong to Klong Yai

As detailed in Table 10, Cambodian migrants often use boats to cross from Cambodia to Klong Yai district. Goods boat from Kompong Som, Sre Ambel and Koh Kong (Daun Tong, Bak Klong or Phum Thmei) are alleged to transport migrants. Payment to the boat driver is required; cost depends. Migrants can also use border passes available to residents in Koh Kong (see page 26) or the 20 baht pass which allows Cambodians residing in Koh Kong to cross daily to Hat Lek market. In addition, Cambodia migrants cross the border at Kao Wong Mountain outside Koh Kong – by boat from Daun Tong (Koh Kong) up the river and then on foot through a small pathway locally known as Kao Wong/Sokavong (Thai), across the border (only during the day). They can also go through Point 205 (height of mountain) from Phum Thmei, which takes one to two hours; a guide is used, for which migrants pay 100 baht each. A common time to cross is on Fridays, as Klong Yai has an outdoor market which stretches up past one of the immigration border posts: migrants walk through the market as customers. This crossing is an official legal crossing. Cambodian police regularly check migrants for drugs and valuables. Migrants report that, usually, some financial payment to a guide is required (100/200 baht – US\$2.50/\$5). Two migrants from Koh Kong have connections with the immigration police at Hat Lek and can cross unheeded. During the full moon and season changes, fishermen from Koh Kong cross the border to contact boat owners to find work on boats. In the past, migrants crossed to Thailand through Hat Lek for as little as 10 to 20 baht.

Table 10: Crossing the border

Source	Kao Wong	Phum Thmei walk	Phum Thmei boat	Hat Lek passes	Boat	Total
Koh Kong	4	3	1	1	1	10
Kamput	1	0	0	4	8	13
Takeo	4	1	0	1	3	9
Kompong Cham	0	0	0	2	2	4
Prey Veng	1	0	0	2	2	4
Battambang	0	0	0	1	0	1
Kompong Thom	0	0	0	0	0	1
Phnom Penh	0	0	0	0	1	1
Kompong Chhnang	1	0	0	0	0	1
Kandal	0	0	0	0	1	1
Kompong Som	0	0	0	1	0	1
Kampuchea Krom	0	0	0	0	1	1
Unknown	0	0	0	0	0	3
Total	11	4	1	12	19	50

Accompanying persons

Most migrants travelled to Klong Yai district with known persons, as Table 11 illustrates. Five travelled with a recruiter. One fish sorter from Koh Kong paid her neighbour 1,500 baht to take her to Thailand and provide a job for her working in a karaoke (non-sex), putting coins into machines. Her employer promised 2,000 baht but then reduced it to 1,000 baht, so after nine days she left with 500 baht. She also borrowed money from the neighbour (3,000 baht) to send to relatives in Koh Kong and still owes money.

One Cambodian male migrant from Kompong Cham met a fisherman at source when his business was making a loss. The fisherman took him to Klong Soan, for which he had to pay the fisherman's transport and travel fee (600 baht). On arrival, the fisherman helped him secure a job in the fishing industry but after one month he had to leave suffering

from sea sickness. A number of migrants report debts to relatives or money lenders at source for the cost of travel to Klong Yai. One wood loader owed his cousin 3,000 baht.

Table 11: Accompanying persons

Accompanying person	Number
Alone	7
Friends	5
Cousin	3
Aunt	3
Neighbour	2
Family Group	8
Recruiter/facilitator	5
Group	1
Brother	1
Father	1
Husband	3
Sister/brother in law	1
Mother	1
No information	3
Total	44

Problems encountered during the journey

In most cases (75%), migrants interviewed stated that, as they were travelling with known person such as family, friends and neighbours, no problems were encountered (except for sea or travel sickness). In some cases, no payment was required if the boat owner or authorities knew the accompanying person. Others told the Thai military that they were visiting friends and relatives, particularly residents of Koh Kong. One shrimp processor from Kampot travelling in 2004 was cheated by a boat owner and was only taken to Koh Sdach, where she was searched and had to pay an additional boat transportation fee. As long as migrants are willing to pay boat owners and guides, difficulties are less.

Klong Yai as a transit location

During the dry season in Cambodia, migrant workers migrate to seek job opportunities in Thailand and transit through Klong Yai district on to other provinces in Thailand. Cambodian fishermen in particular move from one province to another depending on the season. In June and July, the boats move from Klong Soan to Rayong and return to Klong Yai in larger numbers during the dry season. Agriculture work and fruit picking in Chonburi is seasonal; it therefore attracts Cambodian migrant workers, who are also looking for temporary employment.

Year of arrival in Klong Yai and number of years

As seen in Figure 4, 66% of Cambodian migrants arrived in Klong Yai district less than three years ago, and are thus labelled 'newly arrived migrants'. It could therefore be asserted that migration has been on the increase in the last few years, especially in 2004. 40% of respondents stated that the number of Cambodian migrants was increasing and gave the following reasons:

- Earn a lot of money (100-150 baht) and have employment
- Returning migrants bring family, friends and neighbours back with them
- Positive images of Klong Yai by recruiters and returning migrants influence others
- See returning migrants wearing gold (often returning migrants borrow gold in order not to lose face when returning to source)
- No employment during the dry season
- Natural disasters pushing people to migrate

- Have debts to Aceda bank, which encourage s poor people to borrow money

1.3 Type of employment and work issues in Klong Yai district

Occupation and number of years working

The following table outlines the type of industries in which Cambodian migrants interviewed are working, and the number of years they have spent working in their particular occupation. These figures clearly show that migrants have only worked a few years in their present job. This owes to the fact that migrants frequently change their job in search of better pay, conditions and employers; it also reflects that many of the migrants the team interviewed were newly arrived.

Table 12: Occupation and number of years working

Industry	Years								Total
	0-1	1-2	2-4	5-7	8-10	11-13	14+	No info	
Fishing	2	1	1	2		1	1	1	9
Construction	1	4	1						6
Fish drying	1	2							3
Cut fish heads	2	1							3
Fish prc's'ing	2	4			1				7
Shrimp prc's'ing		1		1	2				4
Squid prc's'ing	4								4
Sorting fish		2	1						3
Wood unloading	1			1			1		3
Unload/load	1	1							2
Port worker								1	1
Karaoke owner		1							1
Grocery selling		1							1
Domestic work	3								3
Total	17	18	3	4	3	1	2	2	50

Known persons in Thailand

Patterns of migration from districts and villages in Cambodia were clearly visible. In each industry, documented Cambodian migrants were working together with their friends, family members and neighbours from the original province and village. 72% of respondents stated they knew other people in Klong Yai district and most were family members, particularly cousins.

Registration Information

In 2004, a total of 25,043 migrants registered in Trad province, of which 19,522 were Cambodians (11,945 males and 7,577 females). Only migrants who had registered during 2004 could reregister in 2005. In this period, 12,017 re-registered, of whom 8,552 were Cambodians (5,472 male and 3,080 female), a huge reduction in documented migrants since 2004. According to these figures, 10,970 had not re-registered in 2005 and thus more migrants remain undocumented in Trad province. In Klong Yai district, 2,488 Cambodians registered in 2005 (1,649 male and 839 females).

Those who completed the registration process had to complete a medical screening for the following: TB, elephantitis, syphilis, pregnancy, alcoholism, drugs, leprosy and malaria, and had to undertake a psychological assessment. Migrants were then required to register at the district labour office and were later issued with a 13-digit pink work permit and white medical card.

During the information gathering process, the team found migrants to be documented and undocumented. They interviewed those who had not re-registered this year (2005)

and some who did not have a valid work permit. Only 6% of men interviewed and 15% of females were documented from the sample (44 respondents); and 77% of all respondents were undocumented.

77% of migrants in the sample were undocumented and only 22% were documented, indicating in this district large numbers of undocumented Cambodian migrants.

Table 13: Documented and undocumented registered migrants (number and %)

	Documented	Documented (%)	Undocumented	Undocumented (%)
Male	3	6	15	34
Female	7	15	19	43
Total	10	22	34	77

The majority of industries had more undocumented than documented migrant workers, except for the fish processing industry, which is in a particular factory in Klong Yai where the employer insists that Cambodian migrant workers have a work permit.

Table 14: Status of Cambodian migrant workers by industry

Type of work	Documented	Undocumented
Fishermen	1	4
Construction	1	5
Fish processing	4	3
Port worker	1	0
Load/unload	0	2
Fish drying	0	3
Shrimp processing	1	3
Fish head cutter	0	4
Wood unloading	0	3
Squid processing	0	4
Fish sorting	1	2
Domestic workers	1	1
Total	10	34

Registration prices

As seen in Table 15, varying prices, between 3,800 and 4,750 baht, were charged by employers to Cambodian migrants. The official cost of registration is 3,800 baht. Migrants interviewed stated that if they wish to change their employer and permission is granted by the original employer, the new employer may charge as much as 5-6,000 baht for re-registration. Most Cambodian migrants need to borrow the money from their employers, although migrants seem to be unaware of the official price. The money owed to the employer is deducted from salaries. Migrants stated that they would like to be able to pay for registration with their savings without having to borrow money, but for those working in industries where work is not regular this is particularly problematic.

Table 15: Registration prices

Industry	Cost (THB)	Deduction from salary	Debt	Permitted to hold permit
Fishermen (3)	4,750	N/A	N/A	N/A
Construction	4,050	Yes	2,500	No
Fish processing	3,800	N/A	N/A	N/A
Fish processing (2)	4,500	200 baht per week	Yes	No
Shrimp processor	4,300	50-100 baht per week	Yes	No
Fish sorting	3,800	Yes	3,300	No
Domestic work	N/A	N/A	N/A	No

Table 16: Reasons for undocumented status

Reason	Number
No money	9
No permanent employer	7
Employer failed to register or did not permit	7
Missed the registration date	3
Newly arrived	2
Husband did and wife no need	2
Unable to re-register	1
Absent when employer did	1
No district paper	1
Unknown	1
Total	34

Reasons for not registering or re-registering

Reasons for not registering or re-registering varied. The main reason given was the lack of finances to register. Nine out of 34 said they had to pay for themselves and were unable to borrow money from their employer. In some cases, the employer informed the workers about registering but failed to do so, or migrants had no permanent employer. As migrants rely on information from employers regarding registering, when the employer fails to inform the workforce then the workers are unaware of the registration procedure. As found in research conducted in 2004,¹³ gender is also a factor in female registration. More women than men were found to be undocumented across the various industries. In Klong Chak, female Cambodian migrants repeatedly reported that as their husbands were registered there was no need to spend additional finances for their own registration, since the police rarely arrest women and it was not a habit for them to register (they follow each other). If children were ill, women relied on their documented husbands to take the children to hospital and access medical treatment under the 30 baht health scheme. Hence, a large number of Cambodian female migrant workers remain vulnerable owing to their undocumented status.

In certain industries, such as the fish processing in Klong Yai, a job requirement is to have a work permit or a border pass. Longer-term migrants tended to be documented in larger numbers, as employers were said to trust these workers over those who were newly arrived. In 2004, migrants wishing to register for the first time were given a district paper valid for one year, allowing them to find employers who could register them during this period. However, nine migrants interviewed had the district paper which was by then invalid, and had failed to find employment in which the employer was willing to register them. Two migrants informed the research team that many employers in Klong Yai were reluctant to register their workers because migrants were constantly changing jobs. Some employers threaten their workers if it becomes apparent that workers are seeking alternative employment.

One employer in Klong Chak registered workers, but the amount of work there had decreased so the workers went to find other employment where regular work was guaranteed. Despite the fact that the workers still owed the employer 3,300 baht, the employer gave the workers their permits so they could find other employment. In a negative case, a female domestic worker stated that, owing to a family crisis in Cambodia, she had to leave her job with an employer in Klong Yai town and return home. On her return (one month later) she had been replaced by another girl. However, she still owed the employer for registration, which had to be repaid before she could take back her work permit. Without a work permit, Cambodian migrants face difficulties in securing permanent employment. The majority of those registered were not permitted to carry

¹³ See 'A Gender Analysis of the Patterns of Human Trafficking though and to Koh Kong January 2005', http://www.lscw.org/images/lscw_research_gender.pdf.

their own work permit even though some had expired, as the employers are afraid workers will leave and find a better job with better conditions and salary. This forces Cambodian migrants to stay with abusive and exploitative employers.

Two or three migrants who had registered in 2004 did not re-register, as they had changed jobs and employer. A number of male migrants report that registration was not beneficial, since the police often confiscated or tore up the work permit, and still harassed and arrested documented workers (in some cases). Two wood loaders prefer to save the money for their families and risk the police. One ex-fisherman who has a small business organising volleyball matches and gambling said that as a fisherman he was undocumented as, owing to the nature of the job it was more difficult for the police to arrest him. Now he lives in Klong Soan the risk of arrest is higher, but without an employer he is not permitted to register.

Information about registering

Migrants interviewed stated information was provided by their employers regarding registration, although 11 stated that they had no information about registration as they had only recently migrated to Klong Yai. In Klong Soan, loud speakers broadcast information about registration when required.

Table 17: Information source regarding registration process

Information source	Number of migrants
Employer	21
Never given information	11
Foreman	2
Co-workers	2
Community announcement	3
No information from interview	4
Village chief	1
Total	44

Reasons for changing occupations

The movement of Cambodian migrants from different occupations was high. As seen in Table 18, 70% had previously worked in other industries in Klong Yai or in other provinces in Thailand. The usual reasons given for changing occupations were: to find a better salary, conditions, or employer, or because the work was seasonal. For example, a family group from Takeo had arrived in Klong Yai and then been encouraged to work in the fruit picking (mangosteen and rambutan) industry in another area of Trad province in May and June, where they earned 3,000 baht a month. Since this is seasonal work, the mother and daughter returned to Sam Yek in Klong Yai district where the daughter began working in the squid processing industry; she admitted that she was seeking future employment in fish processing as the pay and conditions were thought to be better.

Table 18: Reasons for changing occupations

Previous occupation	Location	Occupation now
Rice harvester and logging	Chantaburi and Chonburi	Construction
Fisherman	Pattani, Trad	Port worker
Fish and shrimp processor	Klong Som	Fish dryer
Fishermen (x2)	Klong Yai	Construction
Jelly fish and shrimp processing	Klong Yai	Construction
Salting fish	Laem Nop (Trad)	Fisherman
Drying fish	Klong Yai	Construction
Fisherman	Klong Yai	Salting and load/unload
Fish processing	Klong Yai	Karaoke owner
Fish picking	Klong Yai	Domestic worker (male)
Ice factory worker and domestic worker	Klong Yai	Fish processor

Fisherman	Pattani/Trad	Unload/loading
Fisherman	Klong Yai	Volley ball gambling
Construction (part-time)	Klong Yai	Fisherman
Fish drying (seasonal)	Klong Yai	Squid processor
Domestic work/sorting shrimp	Chonburi/Klong Yai	Sorting fish
Karaoke (coins)	Klong Yai	Sorting fish
Domestic work	Klong Yai	Sorting fish
Shrimp factory	Chonburi	Shrimp processor
Fish drying	Klong Yai	Cutting head
Sorting fish	Klong Yai	Cutting head
Shrimp farm	Sang-Tong (Trad)	Fish processing factory
Construction worker (female)	Koh Chang	Fish processing factory
Fish processing/fruit picking	Klong Yai/Trad	Squid processing
Sawmill/clothes shop/tourism	Klong Yai/Koh Chang	Domestic work
Waitress	Klong Yai	Domestic work
Construction worker	Klong Yai	Fish processing factory
Construction/sawmill/rubber plantation	Klong Yai/Sang Tong (Trad)	Wood loading/unloading

Remitting money from Klong Yai to Cambodia

In Klong Soan around the port areas are three shops where Cambodian migrants can use telephones or the one ICOM system to make contact with family and friends in Cambodia, as well as send and remit money. There are two ICOM shops in Klong Yai, one near Kao Wong and one in Klong Yai town. Both owners are Cambodian. These telephones and the ICOM system cover the whole of Cambodia. The migrant (sender) provides the address and name of their relative or the person in Cambodia who is to receive the money (recipient). The telephone or ICOM shop then calls a shop in the place nearest to the sender's home and a motodop driver is sent to try and locate the recipient. The recipient is asked to come to the telephone shop and discuss with the sender who will be responsible for the charges. The sender gives the money to the shop in Klong Yai and then uses the phone to contact the sender at the shop in Cambodia. The sender is charged 100 baht for the telephone call and the recipients pay 300 baht to the shop in Cambodia and for the motodop. For every 1,000 baht sent, 100 baht is charged. Telephone costs are 10 to 15 baht per minute; the ICOM charge is 100 baht but the user has no time restriction. The ICOM is more economical but is hard to use and has communication problems if the weather is bad. If relatives call to Thailand from Cambodia on the ICOM, the recipient in Klong Yai has to pay 100 baht for the call and 30 baht to the motodop driver who delivered the message (depending on the distance).

There are a number of other private operators who have connections with their home towns and provinces in Cambodia and who assist migrants to send money home. The operator calls a shop or restaurant in the migrant's home town and asks the staff to find the sender's relatives and bring them to the shop at a prearranged time. The operator together with the sender then calls the recipient and the amount is agreed. For every 1,000 baht sent, 60 baht is charged. The sender gives the money to the operator who then instructs the restaurant owner or shop to pay the recipient the money; the sender confirms the recipient has received it. The operator then transfers the sender's money into a bank account in Cambodia for the restaurant owner or shop owner to withdraw.

Table 19: Method of remitting money

	Numbers		Sub total	Total
Telephone	Male	5	11	44
	Female	6		
ICOM	Male	5		
	Female	11	16	
Never remits	Male	5		
	Female	2	7	
Visits or friends	Male	1	6	

	Female	5		
No information			4	

ICOM, which is like a walkie-talkie, was the most popular method of remitting money to relatives in Cambodia. A few migrants from Koh Kong were able to visit families using the border pass or could deliver money to family members at the Hat Lek border crossing.

20% of male Cambodian migrant workers remitted money back to wives, mothers, grandmothers and children but only 6% did so on a regular basis. On the other hand, 50% of Cambodian female migrant workers remit money, 20% on a regular basis, to parents, siblings, children, grandmothers and for family members to buy land and do rice farming.

22% of males interviewed never sent money, especially single fishermen who gamble and spend large amounts on entertainment. A few had their entire family in Klong Yai or could not earn enough to send, were newly arrived or were saving to return with money to Cambodia. This contrasts with only 6% of female Cambodian migrant workers who were unable to remit money as they did not have relatives to send to or were newly arrived in Klong Yai.

Table 20: Methods of contacting family in Cambodia

Telephone shop	Own telephone	ICOM	Never contact	Go and meet Hat Lek	No info	Total
14	1	18	7	1	3	44

ICOM was the most popular method of contacting family in Cambodia. Long-term Cambodian migrants never contacted people in Cambodia, especially if they had no family, although some had said they had lost contact with relatives and even heard that a funeral had taken place for them in Cambodia, despite the fact they are well and living in Thailand. Those with border passes with family can go and visit their relatives and take money or meet them at the Hat Lek border. Those newly arrived also do not contact their relatives as they needed money to do so.

Visiting Cambodia

Cambodian migrants interviewed stated that visiting their home province and family depended on the length of time they had resided in Klong Yai. None of the migrants who were newly arrived had visited home: they were new to Thailand and had not saved enough to pay for the journey. Those who had been working in Klong Yai for up to five years and who were living with their families also never visited home, while those with children in Cambodian provinces tended to visit home once a year during festivals. Long-term Cambodian migrants working in Klong Yai district report regularly crossing back and forth, particularly during the holiday season (Khmer New Year) and especially those from Koh Kong. All migrants interviewed stated that they used boats from the Klong Soan port areas to cross back into Cambodia. The team regularly witnessed families, including women and children, climbing aboard goods boats in the late afternoon to visit families in Cambodia. Route used is determined by destination. Boats from Klong Soan go to Koh Kong, Sre Ambel, Mong Rithys private port, Kompong Som and Kampot. The price depends on the destination. Migrants pay 200 baht to go to Koh Kong and 500 baht to go to Kompong Som. One of the main reasons that migrants use sea transportation is that it is alleged at the Hat Lek border crossings that Thai work permits are taken from migrants; this can be avoided by travelling by boat and returning through the Kao Wong mountain walk. However, those from far away provinces or who left owing to family disputes or conflict were less likely to visit home.

Detention and deportation

Undocumented migrant workers face arrest, detention and deportation. All respondents stressed this as the major problem that they faced living in Klong Yai. Cambodian migrants living and working in Klong Chak and Klong Soan face a far greater risk of being arrested by the police than in residential areas of Klong Yai and Bang In. This was

because a greater number of migrants living in Klong Yai were documented, and because they were living in areas owned by the police, which were thus protected.

From a total of 44 respondents, eight men had been arrested and detained, three several times, but only five had been deported. Detention of migrants ranged from a few hours to up to nine days. In comparison, only three women had been arrested, two of whom paid to be released immediately. The third was arrested, spent three nights in detention and was then deported. Migrants report that often their savings are used to pay police to turn a blind eye to their undocumented status or to release them from detention. This method is more commonly used than deportation. For those who are detained the usual pattern is that undocumented migrants spend a few days in detention in Klong Yai town. The place where they detain migrants has no place to sleep, is covered in rubbish and has a leaking roof. The food is bad and the police beat those who complain. Migrants are then transported to Hat Lek and released. There is no official handover to the Cambodian police, but migrants are usually recaptured and held by the latter until some financial payment is provided. If no money is provided, migrants have to cut and clear the grass and are eventually released. Within a few hours of being released or the following day migrants search for boats to return them to Klong Soan or ICOM their family to provide money in order to pay guides to escort them across the border.

1.4 Documents held by Cambodian migrants in Klong Yai district

Cambodian identification card

20 migrants interviewed had a Cambodian identification card, 13 of whom had it with them; 20 migrants had never obtained one. The reasons given for not holding a Cambodian ID were as follows: Cambodian migrants who had migrated to Thailand a long time ago (10 to 15 years); one fisherman said he had been arrested and the police had confiscated it; two had left Cambodia under the age of 18; one had a monk's certificate; one had lost it; and one female was from Kampuchea Krom (Vietnam).

Border pass

Nine of the 44 migrants interviewed carried a border pass. The blue border pass can be obtained from the provincial offices in Koh Kong. This pass allows Cambodian who resides in Koh Kong to cross the border legally. The cost is a deterrent to many. The border pass can only be used in Klong Yai district. Those who wish to go to Trad or areas out of Klong Yai require permission from the Klong Yai district authorities. The border pass needs to be stamped every seven days at the Hat Lek international border crossing, requiring migrants to leave their worksite. Various prices for the pass were quoted by migrants, ranging from 900 to 1,500 baht. Fees were obtained by border officials for stamping the card. The first time this is used at the Hat Lek border crossing, the cost is between 100 to 300 baht to the Cambodia police, and 50 to the Thai police. Later, the price is 10-40 baht to the Cambodian police and 50 baht to Thai immigration. Unofficially, migrants from other provinces were able to obtain allegedly fake border passes but this could not be clearly substantiated.

One fish processor from Takeo province required a border pass in order to secure employment in Klong Yai district. She borrowed 1,500 baht from her sister in law and then travelled across the mountain to Koh Kong where a relative helped her to obtain a border pass. Even without a Cambodian ID or family book she was able to purchase a border pass within 24 hours. Another male migrant had a friend living in Koh Kong and paid him 1,500 baht for his family book, exchanging his friend's picture for his own in order to be able to obtain the border pass.

Refugee card (ob-yob)

The refugee card is a semi-residency card which was given to Cambodian refugees fleeing the Khmer rouge regime 20 years ago. It is now not available. However, unofficially, a number of migrants stated that this card could be purchased for 10,000 baht and one fish processor had been informed by her employer that he could get one for

her. Cambodian migrants with refugee cards are usually older people who have since brought their families to live and work in Thailand. One Cambodian woman from Kampot had been brought to Thailand in 1998 by her mother who had the refugee status card. Her mother has since contracted HIV/AIDS from her second husband and is sick, but owing to the card the daughter is able to send her children to the Thai school and the mother can access medical facilities.

Work permits and medical cards

Migrants who have registered in 2005 and are documented receive a pink work permit. In addition, migrants are given a white medical card allowing them to gain access to the 30 baht medical insurance scheme. All 10 documented migrants could carry their medical card but only one was permitted by the employer to hold his own work permit.

District paper

Nine migrants (out of 44) held a district paper which was issued in 2004 and is now invalid. The district paper states that migrants are residents of that particular area and permits migrants one year to find an employer to register them.

1.5 Reasons for remaining in Klong Yai district

62% stated that in Thailand their situation was better than in Cambodia as job opportunities were more abundant and salaries were higher, allowing them to earn more. However, they complained that the work permit validation period of one year was too short, and that the work was hard and the cost of living expensive. In addition, with the supply of workers outstripping the demand, employers frequently reduce salaries. 22% stated that Cambodia was better as they spent less money on daily survival and work was easier, but they felt it was too late to return without any financial gain. Feser Cambodian male migrants are choosing to become fishermen, as stories of unfair treatment are common. Also, the increased price of petrol has meant the salary of the fishermen has decreased. The salary is not regular, the cost of living is high and the fishermen face difficulties in saving money. Also, the work is repetitive, hard and boring, according to those interviewed.

84% told the research team in the future they would return to Cambodia to live and work once they had earned enough money, but without jobs or land this would be difficult. When asked how much money was needed before migrants could return, the amount ranged from 2,000 to 50,000 baht. 23% of the total who wanted to return said they lack the finances for the trip. Only 16% stated they would never return to Cambodia as they had no land to produce rice, wanted to raise their children in Thailand, felt it was not politically stable or had no family to return to.

Table 21: Reasons for staying in Thailand (% of 44 respondents)

Reason	%
Earn money and save	39
Support family in Thailand or Cambodia	23
Have employment	9
No rice or food in Cambodia	7
No money to travel back	2
Want children to have education opportunity	4
Stable situation in Thailand	2
No info	14

Rights of Cambodian migrant workers in Klong Yai

All respondents except for the 10 documented Cambodian migrants interviewed believe that Cambodian migrant workers have no rights on Thai territory, particularly those who

are undocumented. Migrants reiterated there was no safety equipment available at their worksite, although in some fish and shrimp processing industries in Klong Soan and Klong Yai, gloves, hats and tee-shirts were provided (migrants had to buy their own boots). As for making complaints about salaries and conditions, undocumented migrants were unwilling to approach supervisors or employers as they feared that complaining would cause the employer to inform the police of their undocumented status or could result in them losing their jobs. In cases where the employer did not pay salaries, migrants felt their only option was to seek alternative employment. One undocumented construction worker from Takeo had asked the district office if he could register but without a permanent employer he was refused.

Migrants informed researchers that crimes and violence could be reported to the Thai police or authorities by undocumented workers, but most were fearful of approaching the relevant authorities. None of the Cambodian migrants interviewed was aware of the existing MOUs and agreements between the governments of Thailand and Cambodia.

Documented migrants (10 in total) told researchers that they felt more confident in complaining or approaching their supervisors. One documented port worker in Klong Soan stated he could complain or negotiate with the employer. Two others stated they could complain to the foreman about mistakes in wages and numbers of days worked. Three fish processors in Klong Yai stated the majority of the workforce was registered and felt they could complain to the police, seek legal advice and exercise their rights. However, filing of criminal cases by the authorities often required some form of payment and many admitted that they were reluctant to complain to the authorities if the cases involved Thai citizens.

1.6 Difficulties faced by Cambodian migrants in Klong Yai area

Table 22: Difficulties faced by migrants

Difficulties faced	No
Undocumented and arrest	16
Difficult to find regular work	11
Cheap labour and work hard	4
Fed up with drinking, fighting and killing	3
Families have social problems	1
Police extorting money/wrongful arrests	2
High cost of living	1
Children unable to study	1
No information	5
Total	44

Fear of arrest

As seen in Table 22, undocumented and documented Cambodian migrant workers constantly fear arrest by the immigration police (Tor Mor), especially at home. The police often arrest fishermen when they go to karaoke shops (in Kong Kan) and drinking establishments, and occasionally at the worksite, especially during the full moon when there is an increase in boats docking. Those who are undocumented avoid the police or pretend to show no fear to avoid detection. Arrests also take place at the worksite but this is less common. In two industries, employers inform workers who are undocumented to stay away from work if they know in advance that the police or authorities are checking. Cambodian migrants are also arrested along the roads or in the living quarters and villages. Cambodian migrants who are drunk and cause trouble are often arrested. Migrants in Klong Soan report that police regularly take money from them in order to compensate for their undocumented status or to avoid detention and deportation. They pay 500 to 1,000 baht to be released. On a number of occasions when migrants have work permits, these are taken or destroyed by the police. This was heard throughout the

research. Some employers and boat owners pay police to prevent arrest of their undocumented employees.

Lack of freedom of movement

Freedom of movement is severely curtailed for those who are undocumented. Migrants rarely travel far from home: usually only to their work areas and back. Some Klong Chak residents (approximately seven kilometres from Klong Yai) stated they had never visited Klong Yai and the surrounding area. Migrants have experience of escaping from the police, some hiding in their neighbours' house or running into the forests. As one migrant stated, 'I don't feel calm living here and am always stressed. I often cannot sleep well as I don't know at what point I will have to run from my bed.' Even migrant children in Klong Soan learn how to jump down near the water in the port and pier areas to avoid the police. Migrants expressed frustration, stating they have no rights to move around. If migrants are caught by the police and dare to flee, they are allegedly severely beaten.

Fighting and violence

Fights and brawls are common in the drinking areas and karaokes in Klong Soan, particularly during the full moon period among groups of fishermen. Bottle throwing at migrants on ships was a regular occurrence, especially after previous fights among the fishermen and gangsters. During the research period in September 2005, two fishermen died and ten were injured during fights. One fisherman from Koh Kong was slashed in the hand while trying to prevent a fight. Owing to lack of money, he removed the stitches himself. Tensions between various nationalities – Cambodian, Thai and Vietnamese – often result in fights. At times there are deaths of migrants or gangsters with weapons believed to be involved in drug trafficking. Some Cambodian gangsters who were unable to find jobs steal and rob their compatriots. Revenge killings by Cambodian migrant workers and Thai gangsters are found to be frequent. Thai motodop drivers who fail to get business from Cambodian migrants in the port areas are known to beat the migrants or throw rocks and stones. Migrants report police forcing Thai motodop drivers to fight with Cambodian migrants for their own amusement

Arbitrary arrest

Death of a Thai person results in extensive harassment of all Cambodian migrants by the Thai police with many arbitrary detentions, beatings and arrests of any male migrant workers and innocent bystanders. If a robbery or theft happens, the police randomly arrest Cambodian migrants, beat/kill them and rarely try to find the real perpetrators. Five years ago, one migrant respondent and her husband were accused of stealing from a car and the police put them in jail for three months and took 1,200 baht. In the end they found them to be innocent and they were released but not before asking them about their background in Cambodia. During the full moon, during brawls among fishermen, migrants who are not involved are arrested. Many migrants told researchers of their frustrations regarding the behaviour of the migrant fishermen.

Police cruelty

One wood unloader from Kompong Cham told researchers that his 12-year-old son was caught trying to retrieve money from a card used by shrimp processors (for collecting wages). However, the foreman knew the boy was not one of his employees and the police arrested him and placed him in a full-size cage outside one of the main police posts in Klong Soan – the sign above the cage reads 'Gangsters'. From 9am till the evening the boy was locked in the cage as a warning not to steal and cheat. On arrival at the police post to complain, the whole family was arrested but later released.

Employer's tricks

Returned migrants report that boat owners often report their undocumented Cambodian migrant workers to the police on pay day. The salary is taken by the police; some percentage is taken and given back to the employer.

Killings

In July 2005, a couple was shot dead on the way from Kao Wong to Klong Yai and accused of being illegal migrants and drug traffickers. Three boys transporting Yamma from Cambodia to Thailand were killed in June 2005 by the Thai police and when the families tried to claim their bodies they were not allowed to see or take them.

The cost of living is high

Owing to the increase in supply of Cambodian migrants, salaries have decreased but rental and living expenses have increased. Goods and food are expensive and do not correspond with the amount of daily salary earned. The high cost of living and of everyday survival cause some migrants to get into debt to each other or to Thai nationals who lend money (1,000 baht at 200 baht a month interest). One pregnant squid processor from Takeo reported she owed 500 baht to the restaurant who prepared her food every day and would have difficulty in paying off the debt.

No money to return to Cambodia

The majority of those interviewed stated that they wished to return to Cambodia but without jobs, salaries and savings they preferred to continue their work and save money. Others admitted they were ashamed to return as they had migrated a long time ago and could not face returning without anything to show.

Cheap labour

The price of labour is cheap but the work is extremely difficult. All respondents stated the work was harder and at a faster pace than Cambodia, and was longer hours.

Deduction from salaries

One male domestic worker stated that he was not paid for two months (2,000 baht) by his employer; at the time of the third payment, the employer informed him the police were searching for undocumented migrants. His employer paid him 500 baht and asked him to leave. Migrants report having wages deducted when they are sick or off work for a day.

Disappearance (3 cases – Bang In, Koh Kong and Klong Chak)

Case 1

One female Cambodian worker reported her younger brother worked on an Oundam fishing boat for one year but the employer did not pay him and he was last heard of four years ago working in Pattani. Her mother has become an alcoholic because of this situation.

Case 2

The brother of a male domestic worker interviewed in Koh Kong worked in Thailand five years ago as a fisherman and was cheated by the employer who contacted the police. He was arrested and deported to Poipet. The family borrowed 500 baht so he could return but instead he travelled to the port to try and kill his employer. Since 2000 the family have not heard or seen the brother.

Case 3

A construction worker from Prey Veng living in Bang In was persuaded to allow his Cambodian wife to go and work in Trad province as a domestic worker, for which she could receive a good salary. However, after four months his wife vanished, and the employer said she had left. He reported the case to the police but they failed to act. He has not seen or heard from his wife since.

Trafficking cases

In every location in Klong Soan and Klong Yai, Cambodian migrants alleged that Klong Soan was a transit place where Cambodian fishermen were kept in a safe-house and then sold onto boats heading to Pattani, Rayong and Malaysia and locations in Thailand, for as

much as 10,000 baht per person. One Cambodian squid processor from Kompong Som stated her brother had been trafficked and sold four years ago. He had been cheated by a recruiter in Koh Kong and sold onto a boat from Klong Soan to Pattani. The boat was an Oundam boat (which stays on the sea for a long time); the work conditions were said to be extremely difficult. When the boat docked in Trad he and the other four trafficked men escaped, only to be arrested by the police and deported to Hat Lek. He returned to Cambodia and was unrecognisable to the family owing to his black skin and the amount of weight he had lost. He never returned to Thailand. Other migrants report hearing of cases as recently as one year ago

One port worker who had previously been a fisherman had left Koh Kong in 1998 with a recruiter and eight other Cambodians. At Kalapangha port in Klong Soan they boarded an Ounsam boat working in the Malaysian border area. After one year of working the boat owner informed them that they had been sold for 1,000 baht each by the recruiter, which the fisherman had to work to pay off. After the money was deducted he was paid a regular salary and left the boat after he had saved enough money.

In Songkhla, it was reported by migrant fishermen that police officers arrest undocumented Cambodian migrants and then sell them to boat owners. However, this could not be substantiated. Newly recruited male Cambodian migrants are vulnerable to cheating and tricks of recruiters. They lack experience in Thailand and are unaware of the different types of boats and conditions of work. They do not know that if they are unlucky they will not be paid. In addition, they lack knowledge of the geography of Thailand and how far places such as Pattani and Songkhla are from the Cambodian border. There are stories of young Cambodian fishermen escaping by swimming from the boat to the shore or port.

During the research period (September 2005), dock workers reported that five young men from Prey Veng province escaped from an Oundam boat and found a hiding place in the port unloading area until 7pm. One of the migrants left to look for a goods boat to take them back to Cambodia. Port workers report that the group looked tired, hungry and miserable, wearing only wet clothes. They managed to beg some rice to eat from the port workers before boarding the boat to Cambodia at a cost of 300 baht, which they had managed to save during their ten days work. They had previously paid a recruiter 8,000 baht each to bring them to Thailand. After 10 days work they were exhausted from hard work, lack of sleep, minimal food and cruel treatment by the foreman.

In one case, a woman trafficker operating in Klong Soan area tricked Cambodian migrants into believing she had found a high-paying job for them in Rayong and Pattani. However, she sold them to the boat owners for 50,000 baht each, for which the employees had to work for free until the money was paid back to the boat owner.

Migrant respondents report hearing that Cambodia girls from Koh Kong are told by traffickers they can find work in a coffee shop or as a domestic worker in Klong Yai but then are sold to the karaoke establishments in Kong Kan. In 2004, one karaoke owner in Kong Kan allegedly pretended to be a boyfriend of one girl but on arrival in Kong Kan forced her to work as a sex worker. Recently (two months ago), a group of Cambodian girls had been tricked by the recruiter on the promise of high-paid employment in the port. They were sold to the karaoke shops in Kong Kan or Koh Kud. This is widely known by many Cambodian migrants interviewed during the research process.

Rape cases

A number of female respondents reported violence and rape against Cambodian female domestic workers. Two girls in Klong Yai had recently left their employment as domestic workers as they feared their male Thai boss or male family members. One story heard by researchers was about a girl working as a domestic worker who was locked in the house and beaten.

Case 1

One year ago, a seven-year-old Cambodian girl who wandered around the port areas to find leftover fish to re-sell was raped in the forest by a Thai motodop driver. The girl was found walking covered with blood by the side of the road by a Thai citizen who made a complaint to the police. The perpetrator was caught and later jailed.

Case 2

Three years ago, a 25-year-old woman from Kompong Cham was working as a domestic worker in Klong Soan. The Thai employer raped her and then let her go. It is reported she suffered from some serious trauma and became a sex worker for a few months, before returning to her source province where she remains unmarried. A complaint was never made to the police or authorities.

Case 3

In Klong Yai, migrants from Sam Yek state that recently a Cambodian woman was walking home at night and taken on a motorbike and raped by a group of boys.

Cambodian migrants deceived and cheated by Cambodian recruiters

In March 2004 in Kompong Trach district, Kampot province, one recruiter tried to convince residents that if they worked in Thailand they could earn a lot of money. 40 Cambodian migrants paid 4,000 baht per person to travel to Poipet to Pasay (near Rayong). When the police arrived the recruiter fled. Some of the migrants were arrested and deported to Poipet, but ten escaped and came to Klong Soan and informed residents about this case.

Vulnerable migrants in Klong Yai district

In Klong Yai district, vulnerability and problems exist for Cambodia migrants especially those in the following categories:

Newly arrived migrants

Newly arrived Cambodian migrants without contacts, family or connections in Klong Yai are more vulnerable to labour abuse than those who have social and family networks. Long-term migrants are aware of which industries have better pay, conditions and employers and are much more likely to be documented and settled in their employment. Newly arrived migrants lack understanding of the registration process and its benefits but also lack the finances to pay for registration and therefore remain undocumented. This results in arrests and restricted freedom to move around and find better employment.

If arrested, newly arrived migrants are forced to borrow money from friends, neighbours and even the employer in order to afford the basic needs. In addition, one ex-monk from Kompong Thom had lost his job through illness, was living in the pagoda with the Thai monks and was recently arrested, for which he now has debt. He has no job and no permanent place to live. Without work permits the type of jobs available to newly arrived migrants is limited. Some work, especially in shops, requires migrants to speak, read and write Thai.

Newly arrived Cambodian migrants who have used recruiters to travel to Klong Yai immediately find themselves in a difficult situation. Often, they arrive with a debt to the recruiter, which has to be paid off. Finding regular employment is problematic. This results in Cambodian migrants accepting difficult conditions for lower pay. In addition, the industries where they find work is the most exploitative (fishing, sex work or hard-labour industries) or in industries where the daily work is not guaranteed, such as cutting heads off fish or fish drying. The number of days work is available is also not regular, resulting in a lack of daily income. In comparison with other migrants who have resided in Klong Yai longer, they are not skilled or quick in performing the work, resulting in less pay and therefore little extra money for food and accommodation. They rely heavily on friends, neighbours and relatives to support them, to lend them money and to provide the basic necessities. Those without such social support remain extremely vulnerable.

One of the last groups of newly arrived migrants from Kampot in Cambodia, who had only been in Klong Chak for 10 days told the research team her story.

My husband is chronically sick and I have seven children aged from three to 23 years old. We only have 70 meters of land to do rice farming and many mouths to feed. I tried to make more money by making bamboo baskets but there is no market for such products in my area and I could only make 15,000 riel every two weeks. One of my neighbours told me I could earn 70 to 100 baht a day cutting the heads off fish in Klong Soan so I decided to leave my family and come to Thailand. I discussed it with my husband but couldn't bear to tell most of my children. I borrowed 100,000 riel from the local money lender (at 15,000 riel interest per month). I have been here for two weeks [arrived 9 September] and in that time I have had only four days work cutting the heads off fish, which is only enough to feed myself. My husband called me last night to return to Cambodia as one of my children is sick but I don't have enough money to return. I will try to go to the port (even though I am afraid of being arrested) and ask one of the boat drivers to take me back to Kompong Som for free or will try to find work so I earn enough money to return. If I managed to get back to Cambodia, I will never come back to Thailand.

In Klong Chak (an area known for newly arrived migrants), jobs are scarce, creating other social problems such as domestic violence, drinking and fighting. Police regularly receive complaints about disturbances in Klong Chak and arrive and arrest migrants. In one group of nine Cambodian migrants the research team met, only one person had a regular job.

Those who are undocumented who have previously changed jobs or have left their jobs find it difficult to find new jobs without a work permit.

Newly arrived migrants are often unable to find employment and collect rubbish or scavenge for fish at the ports. They have nowhere to live and no friends or family. They rely on kind fellow Cambodians to assist them. One example is of a young man from Prey Veng province who was abandoned by his uncle in Klong Soan (who had cheated him). After a few days sleeping in people's doorways, he was befriended by a Cambodian woman who helped him find a place to live and a job. Klong Soan residences told stories of women and their children being abandoned by their husbands and selling their children in order to survive.

Migrants from provinces far from the border

Migrants from provinces deep in Cambodia find it more difficult to visit family and lack information about the reality of living in Thailand. Unlike provinces such as Koh Kong (bordering Klong Yai district) the migrants rely on returning migrants, some of whom become recruiters/facilitators who provide unrealistic information on salaries, availability of jobs and living costs in Klong Yai. Therefore, migrants are in debt to these recruiters or money-lenders in the source provinces and are susceptible to being cheated. In addition, even if jobs are secured on arrival in Klong Yai, the type of work may be irregular, creating difficulty in re-paying the original debt.

Those from provinces such as Koh Kong have a wealth of experience of the type of work, conditions and situation in Klong Yai and therefore rarely rely on recruiters or other facilitators to find employment or cross the border. They also have friends, family and neighbours who can assist them on arrival.

Migrants without family, friends or neighbours (social network)

Migrants without families in Klong Yai are more vulnerable. Migrants reported that when they experience problems they rely on their families or their neighbours to assist them. Without any social network the problems spiral.

Migrants with children

Documented and particularly undocumented Cambodian migrants living with young children are more vulnerable, since the cost of feeding children and accessing medical facilities puts a drain on resources. The children are not enrolled in school and hence women find it difficult to find the time to work, resulting in only one income per household which is not enough to support the daily living expense of the family. Providing for children puts an enormous strain on the family. If the mothers work, the problem of child care puts extra financial burdens on the family. A number of Cambodian women take their children to work where the children (even at young ages) assist in providing some extra source of income.

In all of the worksites and communities visited in Klong Yai district Cambodian children were working. Children of very young ages were most visible in shrimp peeling and fish sorting, at the various piers and ports. Cambodian migrants report that children work or steal fish at the port areas. One woman had four children, two of whom were living with her. She was sending them back to Kampot to live because no education facilities were available in Klong Yai which she could access easily. Three additional women interviewed said they wanted to send their children back to Cambodia to live with grandparents and family and to study at Cambodian schools. A number of families have small children living with them in Thailand, and older children living with grandmothers in Cambodia. Two of them did not want their children to study in the Thai school. Many of the children studied in Cambodia before they came to Klong Yai but believed they were unable to study in Thailand (see Section 2.3).

Gender factors dictate that husbands find the money to register but often do not see the value in allowing their wives to be documented. Hence, undocumented women experience problems in accessing health and educational services.

Migrants employed in sawmills

The sawmill industry has been depleted in Klong Yai, owing to the logging ban. Many Cambodian migrant families relied heavily on this industry in the past but, in the last few years, the majority of sawmills have closed down, resulting in a loss of employment for many migrants. Those who remain working in this industry are undocumented, since officially this industry is not operational.

Migrants in exploitative industries

Cambodian female migrant workers in the sex industry remain particularly vulnerable to exploitation (see Section 2.4 on the sex industry). In addition, owing to the nature of the work and conditions, fishermen remain vulnerable to labour exploitation and men are reportedly frequently trafficked.

1.7 Needs and issues of Cambodian migrant workers in Klong Yai

The team organised a number of focal groups to uncover the needs of Cambodian migrants. All the suggestions and issues below were the result of three focus group discussions with Cambodian migrant workers in Klong Soan, Klong Chat and Klong Yai, organised by the research team. In addition, the needs were prioritised by migrants.

Need 1: A Cambodian NGO which can respond to needs of migrants as follows:

- Provide a service in which migrants can report problems such as domestic violence, trafficking, rape, labour exploitation and abuse cases, especially people selling and rape of Cambodian women. The majority of respondents stated they would be willing to report cases if there was an organisation collecting information on cases and the organisation could help try to resolve the problem in the community and especially assist women in crisis.
- Provide a mechanism in which migrants are aware of how and where they can report cases and violations.

- Assist in encouraging the authorities to facilitate the process to allow Cambodian migrant children to access Thai schools and education systems.
- Help Cambodian migrants complain to the authorities when Cambodians are killed or disappear and to report human rights violations as well as assist victims to get justice in criminal cases.
- Encourage the authorities and police not to arrest and harass migrants or arrest innocent bystanders but arrest the real perpetrators.
- Have discussions with employers to prevent withdrawal or withholding of salaries or lowering of salaries.
- Help Cambodian migrant workers to obtain work permits.
- Give information on services available to Cambodian migrants, especially about activities of LSCW and other service providers.
- Encourage the hospitals and clinics to provide treatment and medicine for reasonable prices and not to request payment before treatment.
- Assist Cambodian migrant workers to obtain their labour rights (if documented).
- Help organise a Cambodian association to raise money for those whose relatives have died and are in a crisis situation.
- Help facilitate good relations between Thai and Cambodian migrant workers.
- Create awareness among employers of the existing MOU agreements between Cambodia and Thailand.

Need 2: Legal border crossing

- Cambodian migrants wish to be able to use the legal border crossing without fear of harassment, or extortion from the immigration and border police even when migrants are holding legal documents.
- Cambodian migrants need rights to prevent abuse of power by authorities, especially at the border.

Need 3: Education and schooling for Cambodian migrant children

- A Cambodian school where migrant children can access education in Khmer language and literature, or informal education for working children.
- Small informal classes on Khmer literature for those attending Thai schools.
- Publicise information on how Cambodian migrants can access the Thai school system and negotiate with Thai teachers to include undocumented and documented migrants.
- Allow Cambodian migrant children to be allowed to study beyond Grade 6 in the Thai secondary school system.
- Inform all Cambodian migrants of the new government directive allowing all documented and undocumented migrant children to attend the school.

Need 4: Information on registration

- Information on when and how to register and permission by the Thai authorities to register without the employer.
- Information regarding the cost of registration as well as encouraging employers to charge the real price to Cambodian migrant workers.
- Permission for Cambodian migrant workers to use a daily or seasonal work permit in Klong Yai district.
- Discussions with employers regarding registering newly arrived Cambodian migrants.

Need 5: Information on job opportunities

- Migrants require up-to-date information on new job opportunities in Klong Yai in each industry, especially those unemployed or without regular employment.
- Inform migrants of new job opportunities in Cambodia.
- Give information on agencies which can send workers to other countries or provide work opportunities in other parts of Thailand.

Need 6: Information for documented workers on Thai labour law

- Provide legal advice and information on Thai labour laws in order that Cambodian migrant workers understand their rights.
- Allow them to exercise their rights to be able to keep their own work permit.
- Provide legal status for Cambodian migrants to live and work in Thailand.
- Encourage employers not to discriminate between Thai and Cambodian workers and to give equal payment.
- Allow them to exercise their rights to be able to find new employment or employer without being threatened by the present employer.
- Allow them to be provided with salaries equal to the hours and difficulty of the employment.

Not needed :

During the focus group discussions, the migrants stated the following were not needed

- Money management and saving schemes as migrants stated their income does not match their daily expenses and therefore saving is not possible.
- Information on the MOU between Cambodian and Thailand, which they felt was not relevant.

The needs of potential Cambodian migrants in source provinces

The migrants made the following suggestions for information required in the source provinces:

- Safe migration and legal migration
- The cost of living in Thailand
- The difficulty in finding jobs
- The different industries and conditions (so that migrants are well prepared)
- The problems faced by Cambodian migrant workers in Klong Yai and Thailand
- A video or film showing the real life stories of migrants in Thailand, the effects of having no work or place to stay and how such circumstances can cause people to go to drastic lengths as well as the problems of being undocumented and the constant threat of being arrested
- Concrete examples of cases where migrants have been cheated, exploited or been unable to find any employment opportunities to counteract information given by recruiters and to inform migrants of their tricks

LSCW aims to attempt to address the needs above with partner organisations such as CARE/Raksthai and also to modify its activities in 2005 and 2006 to take into consideration these needs. However, this depends on financial and human resources.

Future plan

- To provide a presence on a once monthly basis in the Klong Yai area to attempt to conduct activities as laid above in Need 1.
- To visit two source provinces – Takeo and Kampot – to give safe migration information to potential migrants from key districts, i.e. in Kompong Trach in Kampot.
- To provide a cross-border support network and linkages between the source provinces of Kampot and Prey Veng provinces to the destination Klong Yai.
- To provide a basic support service through the presence of the mobile team and to find volunteers from each community.
- To keep up-to-date information on migrants and the industries in Klong Yai district.
- To identify and support those most vulnerable in Klong Yai district such as newly arrived migrants and those who have been cheated, trafficked or are victims of abuses.
- To provide information to Cambodian migrants on how to access services for which they are entitled and know-how to protect their rights and prevent exploitation.
- To organise pre-departure workshops on what to expect, the labour conditions, the risks, the documents needed and a services and information video.
- To discuss with other organisations about safe passage for Cambodian migrants back to Cambodia.

Section 2 Mapping Exercise: Industries, Residential Areas and Resources in Klong Yai

2.1 Cambodian communities in Klong Yai district

Along the coast from Hat Lek at the international border crossing to Bang In village there are small pockets of Cambodian migrant communities. The largest communities are in the Klong Soan port areas where there are estimated to be 5,000 Cambodian migrant workers. Many of those working in the different industries are from the same village and province. Hat Lek and Had San Jow have been included below; migrants were not interviewed in these places owing to time constraints.

Hat Lek

Hat Lek is the village where the international check-point separates Thailand and Cambodia. The market and surrounding shops sell all kinds of goods from gold to cheap alcohol, and are owned by Cambodians and Thais. It is a bustling area with vegetables and produce also sold on the side of the road. Below the main road is a narrow strip of houses and a sheltered area near the beach. Crab shelling and sorting is done by Cambodian migrants who cross the border daily from Koh Kong (Phum Thmei) to work in this area using the 20 baht border pass as far as Hat Lek. The crabs are brought by boat from Burma and sorted at Hat Lek. Crabs which have died on route are shelled and the flesh is sent to a fish processing factory in Trad where they are used to make other products. This particular crab is a species not found in Cambodia and Thailand, one which grows quickly. These crabs end up being sent to Vietnam to be raised. Some are transported by road to Kampot and on to Vietnam. The research team counted 60 Cambodian migrants working, men and women and including 20 children.

Had San Jow

A steep road leading to the beach and small pier is where jellyfish and crab processing is conducted in Had San Jow. The jellyfish have to be put through different stages, processed in large plastic tanks to get rid of the sting, the oil and to add salt for the drying process. The workers (Cambodian men and women) stand in the plastic containers and transfer the jellyfish into plastic containers. The jellyfish are dried and exported to Malaysia, Indonesia and China where they are a delicacy. The workers complained about the sting of the jellyfish; their legs have sores from standing in the salty water (up to the knees) for long periods of time. The research team saw five Cambodian migrants doing this job. There is also a small crab processing business where approximately 20 Cambodian migrants were cleaning crabs. Small wooden houses adjacent to the working area house migrants from this area.

Klong Soan

Klong Soan is a busy, bustling area with shops, markets, restaurants, karaokes, markets and supermarkets, beauty shops, telephone shops and residential areas located near the main port areas. However, Cambodian migrants are not permitted to run businesses or sell any major products, only bread, cigarettes etc. The three main ports are as follows (with different names in Thai and Khmer). They are not deep sea ports. The number of boats in dock varies from 50 to 100, with more during the full moon period.

- Port Ye Kob (Chalalai) where Oundam,¹⁴ Tuk Daiy Chrey, Ba-on and goods boats (Tuk Tomnin) dock.
- Port Chi-Chum (Port Kasemsiri).
- Paay Yeay Kim (Port Kasem), where Tuk Daiy Chrey, Ba-on and Tuk Ous dock.
- Paay Kamnang (Kalapaingha), where fishing boats and goods boats dock.

¹⁴ For a summary of the different type of boats please see page 50.

At Port Kamnang (Kalapangha), different types of fish, fruit and goods such as sugar are loaded and loaded onto or off boats. It is estimated that 200 Cambodian migrants (including men, women and children) are working here. The various work activities at this port are as follows:

- Fish picking – 95% are estimated to be women and children.
- Shrimp peeling – an estimated 30 women and children.
- Crab shelling – this job is done by specialists, who are usually women and are paid 20 baht per kilogram.
- Loading and unloading goods/fish – an estimated 100 to 150 women and men.
- Packing fish in ice.
- Cutting heads off fish.
- Carrying wood from boat to truck.
- Fish drying.

Cambodian migrant workers are also employed as dock workers, fishermen, fish sorters and construction workers.

2.2 Living conditions

Klong Soan

The research team met a large group of long-term migrants living in an old coal warehouse. 10 families live there (a total of 36 people including 10 children) with appliances, fans, TVs, music machines and hand-phones. Longer-term residents, i.e. 10-15 years had more material possessions. Their housing tends to be more concrete and modern but is more expensive. Two other Cambodians working as port workers have larger traditional houses with electricity, water, gas stove, fans and all necessities. In the port areas (Paiy Ye ay Kim) house rental is 1,000 to 2,000 baht per month but the houses are small with few possessions and the area is dirty, with foul smelling water, rats and mosquitoes. These are wooden houses with concrete floors. In the Ow-Tuk area of Klong Soan the houses are made of wood suspended above the water. Electricity and water are available.

House rental	300-800 baht per month
Food	70-150 baht per day and (1,200-4,000 per month)
Electricity	50-200 baht per month
Water	20-150 baht per month

Prices depend on the house, house location and size of the family. Usually the cost is per room or space which is shared with other family members. For example, the cost of one house for a family from Takeo is 3,000 baht but this is separated into 300 baht per room with a large number of migrants living together. Two families from Koh Kong share a one-room house for 1,500 baht, sharing the cost. Eight people sleep in one hot room. The cost of all housing and amenities was higher than the other residential areas documented below. The research team was told this was because there were more work opportunities in Klong Soan for Cambodian migrant workers.

Klong MakKam, known as Klong Kam (within Klong Soan)

This is a thriving community of Cambodian long-term migrants located near Chalalai port. Migrants work on a small-scale level sorting fish and peeling shrimps at home. Under every corrugated roof, women sort fish into different piles and then put them on ice and load them onto cars. Living conditions are better than some of the surrounding villages, such as Klong Chak, as residents have more possessions, access to electricity and water and can rent nicer houses from Thai citizens.

House rental	800 baht per month
Food	2,000 baht per month
Electricity	230 baht per month

Klong Chak

Klong Chak overlooks Klong Soan on the hill and has narrow unpaved roads leading onto the main road. The houses are mainly small wooden structures with no electricity and no access to running water. Water must be hand-carried from a well. In this area there is no sanitation. The area is strewn with rubbish and sewage, and disease and illnesses are rife. There are estimated to be 700-800 Cambodian migrants living in this area, and approximately 50 families, with 400 children. Female migrant workers residing in Klong Chak work in the fish processing industry (drying and cutting the heads off fish). Previously, the prevalent industry was squid processing but the employer changed business. Some women work in Klong Soan shrimp peeling and fish sorting and men are employed as fishermen and construction workers. Residents barely have the minimum necessities, such as rice and clothing, and those who have built their own houses have done so with second-hand wood. Many of the residents are from districts in Kampot, especially Kompong Trach, and are living with neighbours from Cambodia. The migrants stated that the food was adequate but was not tasty. For most residents there is no electricity and no water and therefore no cost. A number of longer-term residents (10 years or more) have electricity to power TV and DVDs: these are hooked up and connected to a Thai house for which they are charged 200 baht per month. They usually own their own houses and have some possessions.

House rental	200-300 baht per month
Land rental	100-200 baht per month
Food	70-100 baht per day (500-3,000 per month) depending on family size and work available
Building houses	2,000 baht per month
Water container	10 baht per month
Electricity	200 baht (very few have) per month

Klong Yai town area

Along the road on the side of the hills are three sawmills, the only ones in operation now. Many Cambodians, especially longer-term residents with refugee status (ob-yob card) or documentation, live and work in Klong Yai town. Shops (goods, laundry), market stalls, restaurants and coffee shops have Cambodian employees. Even some of the Thai residents know words in Khmer language. Off the main street in Klong Yai is Hat Hoy, a pier with between 40 and 53 boats (Tuk Ous and Daiy Chrey), with only seven crew members each. In this area, there is some small-scale shrimp processing. In Klong Yai are two ice factories and a squid processing factory. A few Cambodian women cross the border daily with a border pass to deliver bread, traditional medicine and other provisions only available in Cambodia to the migrant communities in Klong Yai.

Sam Yek

Sam Yek, to the west of Klong Yai town, is an area where Cambodian migrants live and work. In one place visited by the research team, the residents were living in an old sawmill (Rumai Sam Yek) off the main road down a muddy path. This had been divided up into sections for each family or person. There are 33 Cambodian migrants living in Sam Yek, including 13 children, seven of whom go to school. Neighbours and families are from the same villages (especially Takeo province) in Cambodia. The area has electricity and water but is very muddy, is strewn with rubbish, is full of mosquitoes and lacks sanitation. One female fish processor from Takeo stated she did not have enough food to take care of her seven children. The majority have enough food (although not tasty) and clothes but are unable to afford TVs or fans or other such items.

A few residents have old TV and VCDs but the housing is self-made and in poor condition. The residents claim the police rarely come to this area as migrants are documented and the police own the buildings. Compared with Klong Soan and Klong Chak, cases of arresting and deportation are rare.

Room/house rental	Small room 200 baht and larger family room 500 baht per month
Food per day	30-120 baht a day (1,500-2,500 baht per month)

Food month (single)	400-500 baht per month
Electricity	70-200 baht depending on equipment
Water	50-100 baht – some use rainwater

Bang In

In Bang In village, about a mile south of Klong Yai, there are a number of small Cambodian migrant communities. There is a dry fish processing plant and residential areas of impoverished wooden houses a few meters from mangroves and the sea. A variety of different workers live in these villages but there is no running water, electricity or basic sanitation. The residents have few material possessions, such as motorbikes or hand-phones. They only have gas stove and clothes, but food is not substantial. The price of land rental is cheaper than in Klong Soan and residents experience less harassment from the authorities than in Klong Chak and Klong Soan. The village is next to a police house and the land on which the houses are built is rented from the police, hence the lack of arrests. There is a small fish frying area where five Cambodians work seasonally. The employer buys food and rice on the proviso that the workers take care of the work-shop. Some residents have previously lived in Klong Soan or other areas in Klong Yai but, moved to Bang In after they stopped working in the fishing industry.

Renting the land	150-200 baht per month
Food	50-150 baht per month
No electricity or water	

2.3 Services for Cambodian migrant workers in Klong Yai district

Medical and health services

- One hospital in Klong Yai
- One community health clinic opposite the CARE/Raksthai office
- Private clinics including Mor Malak Klong Yai and others in residential areas

There is a community health clinic in Klong Soan opposite the CARE/Raksthai office and a hospital in Klong Yai. In most communities where Cambodian migrants reside are private doctors and clinic which provide health services to documented and undocumented migrants. These require payment. Migrants have to pay a fee for consultation and medicine and the cost depends on the disease or illness. Documented migrants use the public health clinics, such as the hospital and the community health clinics, as they are covered by the 30 baht health scheme. This does not cover spouses or children. Undocumented migrants seem reluctant to use the public hospital in Klong Yai owing to their status and fear that hospital staff will inform the authorities. As one female migrant worker stated, 'When I had my work permit I would use the Klong Yai hospital but I couldn't afford to re-register this year, so now I rely on private doctors in my village.' Other female migrants stated that in 2005 they did not register and therefore had great difficulty in accessing medical facilities for their families without the work permit card. One wood loader from Kompong Cham, whose first child was born in the Klong Yai hospital, stated his second child was born at home using traditional Cambodian methods. Migrants who are undocumented frequently use the community health clinic but staff were reported to be less friendly if migrants were not documented.

Undocumented migrants who use the public hospital state that the costs are high: a minimum of 100-500 baht for the consultation and injections. Most undocumented migrant workers from Klong Chak and Klong Soan were willing to use the Klong Yai hospital for the delivery of children despite their status. This costs 3,000 to 5,000 baht, more than a month's salary for migrants. Migrants stated that undocumented women after the delivery were only permitted to stay one night in the hospital, as compared with three nights for documented women. This could not be confirmed.

A number of Cambodian migrants borrow money from others to pay the high cost of hospital services (especially when they are undocumented). Treatment of serious illnesses can cost 3,000 baht per time. However, undocumented migrants unable to pay

are ignored or sent away. Thai citizens are given preferential treatment over Cambodian migrants whatever the seriousness of their illness, but the doctors are reported as treating Cambodians well and providing good facilities. Some undocumented migrants seek assistance from those documented in order to access health services and some Cambodian workers have employers who will negotiate lower prices for their medical costs. Female undocumented migrants often seek medical care for their children but were unwilling to access medical services themselves. Undocumented men rarely used the hospital owing to fear of arrest and also cost.

The community health clinic is in front of CARE/Raksthai office. It has two to three voluntary staff who help facilitate with translation and AIDS consultation, and advise Cambodian migrants to conduct examinations and bring the children for vaccinations. CARE/Raksthai also conducts outreach to communities to find those with HIV/AIDS to assist them in getting medical care from the hospital or health clinic. Migrants, whether documented or undocumented, are able to have consultations and diagnosis but are not eligible to the anti-retroviral drugs unless they have the refugee card.

Table 23: Medical services accessed by Cambodian migrant workers

Services accessed	No
Klong Yai hospital – 30 baht scheme	9
Klong Yai undocumented	7
No health problem	6
Private community clinics	5
Traditional Cambodian medicine	5
Klong Soan community clinic opposite CARE	3
Buy medicine at chemists	2
No information on health services	2
Koh Kong	1
No information provided in interview	4
Total	44

Educational Services

- Had Lek primary school (some Cambodian children from Koh Kong cross the border each day to access this primary school)
- Klong Kam has a primary school
- Klong Chak has a secondary high school
- Klong Yai has a primary and secondary school
- Bang In has a primary school

Thai school in Klong Chak.

Cambodian migrants in Klong Chak and Klong Soan stated that in order for their children to attend the Thai public school their children must have been born in Thailand and produce a birth certificate or refugee card, or ask Thai nationals to assist them. This was the reality in the past, perhaps owing to the inability of small Thai village schools (especially in Klong Soan) to enrol large numbers of Cambodian migrant children. However, a new directive was signed by the Royal Thai government in July 2005¹⁵ allowing all documented and undocumented parents to send their children to the local Thai schools. However, this information was not widely known by migrants; out of a total of 44 migrants interviewed, only one undocumented Cambodian mother sent her child to the Thai school in Klong Chak as her own mother has a refugee card and was able to help her enrol her son. It was estimated that in Klong Chak there were 400 children; only five of these children can access the school. In addition, undocumented parents in Klong Chak report being afraid and unwilling to try and enrol their children into the Thai school in case the teachers report that they are undocumented. Cambodian children are reportedly only allowed to study to Grade 6 and cannot then go onto secondary school.

¹⁵ Cabinet Resolution 5 July 2005.

Migrant parents have to provide study materials and books and the cost for the uniforms, paying a monthly charge of 200 baht. In many cases, this is another reason why migrant children are unable to attend. Many families depend on the children to work and supplement the income of the family rather than attending school.

Cambodian school in Klong Makkam

With the assistance of CARE/Raksthai, a small Cambodian school in Klong Makkam has been established which Cambodian migrant children can attend. At first, 20 children attended, but the numbers have dwindled to four. However, of the 44 migrants only four Cambodian mothers were aware of the school's existence and only two sent their children to the school. Those who said they knew of the school stated they had no additional finances to send their children there or provide materials and uniform or the daily payment. They also had no time to pick up their children.

Thai schools in Klong Yai

In the residential areas of Bang In and Sam Yek (in Klong Yai), Cambodian migrants were generally better informed of services than they were in Klong Chak. Despite their undocumented status, they were willing to send their children to the Rumrean Anuban School near the pagoda in Klong Yai. Reasons for this were hard to ascertain but the research team surmised that the number of migrants willing to try to access education services had resulted in a positive outcome; in Klong Chak it had been rumoured that Thai schools required birth certificates, and migrants had been unwilling or afraid to try. Four mothers interviewed who had brought their children to Thailand had decided they preferred to send their children back to schools in Cambodia and would be returning their children to family members in the source province for this purpose.

Legal services

A number of documented female fish processing workers in Klong Yai area of Sam Yek stated that if they experienced problems they could complain to the police and seek legal assistance. One construction worker who is undocumented stated he had previously sought information at the district office in Klong Yai. One wood loader from Kompong Cham living in Klong Soan reported that undocumented migrants could complain to the police, but financial incentives were required in order to process the case.

Support systems

All Cambodian migrants sought help for minor problems with their family support systems and networks, particularly from neighbours and known person from their originating village or district. Some migrants stated that no organisation or other person could assist them.

Review of community contacts

Those in the community who have most contact with the Cambodian migrants in Klong Yai are detailed below. The LSCW Migrant Support Project plans to cooperate and build trust with such individuals in the future regarding the project.

- Medical staff in the private health clinics in Bang In, Klong Yai and Klong Soan, including the community health clinic.
- Medical staff and doctors at the Klong Yai hospital.
- ICOM and telephone shop operators.
- CARE/Raksthai staff and volunteers.
- Employers and supervisors.
- Restaurant and shop owners in the vicinity of Klong Soan.
- Motodop and taxi/songthaew drivers.

2.4 Summary of industries in Klong Yai district

A summary of the industries in which the research team was able to obtain information are documented here. The list is not complete since the team was not able to access certain industries, such as sawmills and ice factories. Detailed information on Cambodian sex work is followed by information on the fishing industry, as trafficking/exploitation of

Cambodian migrants is common in both these industries. Numbers of workers and percentages in each summary are based on estimates rather than official numbers.

Karaoke (sex industry) in Kong Kan, Klong Soan

Type of work:	Sex work
Location:	Kong Kan
Average salary:	Depends on the debt
Number of workers:	Fluctuates between 80 and 106
Origin of workers:	Various, but mainly Phnom Penh and Kompong Cham
Legal status:	Undocumented
Ratio of married:	Single higher than married

A focal group discussion took place facilitated by CARE/Raksthai with 13 sex workers. The information below has been compiled from this discussion and also includes updated information from research undertaken in 2004 by LSCW.¹⁶

Source province

Many are from Phnom Penh and Kompong Cham, but some come from other provinces.

Table 24: Source province and district of sex workers

Province	District		Total
Kompong Cham	Prey Chor	1	3
	Meimot	1	
	Theay	1	
Phnom Penh	Unknown	3	3
Battambang	Svay Por	1	1
Koh Kong	Mondol Seima	1	1
Banteay Meanchey	Cham Naum	1	1
Svay Rieng	Kral Kau	1	1
Kandal	Mouk Kopol	1	1
Kampot	Kompong Trach	1	1
Kompong Som	Unknown	1	1
Total			13

Age

Girls found in karaoke establishments are reported to be between 16 and 30. However, all sex workers collected by CARE/Raksthai for the discussion were over 18 and not trafficked (it was thought that the karaoke owner sent these girls deliberately).

Table 25: Age of sex workers

Age	Total
21	4
22	1
23	1
24	1
25	2
27	1
28	2
29	1
Total	13

¹⁶ See 'A Gender Analysis of the Patterns of Human Trafficking though and to Koh Kong January 2005', http://www.lscw.org/images/lscw_research_gender.pdf.

Reason for leaving Cambodia

The reasons for leaving Cambodia are seen in Table 26, although the team felt that some of the answers did not necessarily constitute the main reason.

Table 26: Reasons for leaving Cambodia

Reason for leaving Cambodia	No
Earn money	3
Support family and children	3
Broken heart	2
Emotional and physical abuse from boyfriend	1
Escaping alcoholic husband	1
For pleasure	1
No information	2
Total	13

One ex-Klong Yai Cambodian karaoke owner (interviewed in Koh Kong) admitted that some of the Cambodian girls were trafficked and forced to work in Kong Kan. She told the team that she had connections with poor communities in her home province of Kompong Som. She would contact female recruiters whom she knew to seek out young, pretty girls to fill the demand for fresh girls in Klong Kan, telling them they could earn a lot of money working as domestic workers or in the port.

Two girls, one from Kompong Cham and one from Kampot (from the sample of 13) were said by their friends during the focal group discussions to have been sold by the recruiter. The girl from Kompong Cham had allegedly been sold by a brothel owner in Cambodia to a karaoke owner in Klong Kan, and was brought by a trafficker from Koh Kong through Hat Lek using a border pass. The girl from Kampot also came with a trafficker who sold her. In both cases, neither girl spent money on the travel fee because the travel cost was transferred when the traffickers sold each of them, thereby transferring the debt to the girls. These cases are highlighted in yellow in Table 27.

Table 27: Method of crossing the border and cost

Source	Transit place	Method of crossing	Cost in baht
Kandal	Koh Kong (by car)	By Boat	1,200
Kompong Som	None	By Boat	2,000
Svay Rieng	Kompong Som	By Boat	1,500
Battambang	Koh Kong (by car)	Border pass (Hat Lek)	5,000
Phnom Penh	Kompong Som and KK	Border pass (Hat Lek)	6,500
Phnom Penh	Koh Kong (by car)	Border pass (Hat Lek)	4,000
Phnom Penh	Koh Kong (by car)	Border pass (Hat Lek)	4,000
Banteay Meachey	Koh Kong (by car)	Border pass (Hat Lek)	5,000
Kompong Cham	PP and KK	Kao Wong	Unknown
Kompong Cham	Koh Kong (by car)	Kao Wong	4,000
Kompong Cham	Koh Kong (by car)	Border pass (Hat Lek)	?
Kampot	Koh Kong	Border pass (Hat Lek)	?
Koh Kong	None	By Boat	500

Destination: Kong Kan, Klong Soan in Klong Yai: location and living conditions

Karaoke establishments are based in an area called Kong Kan, near Cambodian migrant rented housing along a narrow windy road in Klong Soan. There are estimated to be 17 to 20 shops in Kong Kan, one in Paiy Yeay Kim port and two in Chhalalai (September 2005). Each karaoke room has three girls, including those who came voluntarily as well as those who have been sold or tricked before coming to Klong Yai. The girls live in these

karaoke establishments, which are wooden shacks comprising a small narrow room sharing three to a room, with a mattress on the floor, a fan and magazine pictures on the walls. They are required to pay the karaoke owner for food, water, room and electricity. Some come with their mothers who work as cooks because of family debt. Since these girls are not sold but tend to be voluntary, it is reported that they have more chance to earn money. Some girls were left by their boyfriends and had broken hearts, and then came to work as sex workers.

Table 28: Number of sex workers in Kong Kan

Karaoke owners	Number of shops	Number of sex workers
Unknown	20	105

The research staff reported that the karaoke shops have a high turnover of girls; on average, girls stay in the karaoke for around six months to a year, with an increase in the number of girls during the full-moon period. This was confirmed during the focus group discussions with the 13 girls. Many are given new identities and names in order to comply with the owner's demands and expectations. Two of the sex workers left the karaoke in order to get married. They stated they were bored with the work and wanted to live happily with their husbands, but the latter were lazy and drank too much and did not support the family. As a result, they got divorced and returned to sex work. One respondent decided to become a construction worker, but it was hard work and she saved less money. Another left sex work in Klong Soan to harvest pineapples but worked during all kinds of weather and received less pay so also returned to sex work.

Table 29: Length of time working in Klong Yai

Number of years/months	Total
1 year	3
6 months	2
8 months	2
3 months	1
3.5 months	1
5 months	1
1 year and 2 months	1
1 year and half	1
6 years and 6 months	1
Total	13

Salary and working hours

Sex workers can generally make more money than other workers in Trad province. However, the risks are higher in that the girls face daily harassment and threat of being arrested, and also are under the control of the karaoke owner and pimps who take a cut of any money the girl makes. As Cambodian girls are at the cheapest end of the sex industry, serving mainly Cambodian fishermen, their payment per sexual act is much lower than their Thai counterparts.

The cost to the customer for the services of the sex workers is:

- 200 baht per sexual act.
- 300 baht per sexual act for one hour.
- 900 to 1,000 baht per sexual act for a night from 8pm to 8am on a normal day.
- 500 baht per sexual act from 12 midnight to 8am during a normal period.
- 1,800 baht per sexual act for a night from 8pm to 8am during the full-moon.
- 900 baht per sexual act from 12 midnight to 8am during the full-moon.

The girls never directly receive this amount as the following costs are deducted:

- The karaoke owner pays Thai motodop drivers to escort the girl and customer to a rented room (as security to prevent the girl from escaping): 50 baht.
- Rented room: 50 baht.

- The karaoke owners take 50 baht or sometimes 50% of the total cost.
- The girl's accommodation cost is 1,000 baht per month, which is also taken out.

For example, the sex worker will receive a total of 50 baht of the 200 baht cost to the customer. During the full moon, girls can earn 2,000 to 3,000 baht per day, but in the normal period can earn only 200 to 300 baht. During the interview session, the sex workers stated they earned the amounts shown in Table 30. However, these were total amounts before the four deductions had been made.

Table 30: Salaries per month

Salary per month (baht)	Number
10,000	1
12,000	3
13,000	2
15,000	3
20,000	1
21,000	1
20-30,000	1
25,000	1
Total	1

The girls work from the afternoon (2pm) to the early morning depending, on the number of clients and boats docking. They cannot sleep even when there are no clients. They normally work nine to 10 hours a day, seven days a week. The girls never have a day off. During the days of the full moon there are many clients; the girls work from 6pm-3am and can serve up to 20 clients each as well as serving beer. During their free time they sleep, clean dishes and glasses, drink beer, chat with friends, do their make-up, watch videos and play cards.

Documents

Karaoke owners have blue border passes available for each girl, which cost 1,000 baht and have to be stamped every seven days at the international border check-point at Hat Lek. Karaoke owners charge double price to the girls for everything including the border pass (1,800 to 2,000 baht), which is deducted from their salary. The karaoke owner takes the girls to the checkpoint and charges the girl for food and transport. Fees of 40-50 baht per person are required for the stamp on either side of the border. The karaoke keeps the border passes to prevent girls from escaping, as the authorities will arrest and deport girls who are found without border passes.

Debt bondage

The majority of sex workers are financially indebted to the karaoke owner as indicated above, especially if they have been tricked or cheated. The amount accumulates through payments for the following items.

- Transportation and traffickers fee (even if a girl was promised a well paid job and did not know she would end up in the sex industry).
- Food, transportation, medicine, electricity, clothes, make-up and gold, charged at double the price.
- A fine is added if the girl is sick and cannot work, has sex with her boyfriend or leaves the premises without permission.
- A loan which families take from the trafficker or karaoke owner.
- Girls have borrowed money from the karaoke owner in desperation to support siblings and family members.

The girls who responded all owed between 12,000 and 15,000 baht. The karaoke owner inflates the prices and also lies about the amount they have earned every month. Cambodian sex workers hope they can eventually earn enough money to pay off the debt but this rarely happens as the karaoke owner keeps added additional expenses, thus

increasing the debt. Debt bondage is an easy way for karaoke owners to make additional money from the girls and a method of controlling and forcing girls to comply with the wishes of customers. Despite such exploitation, Cambodian sex workers rarely question the debt bondage system, merely accepting it as their duty to pay back the karaoke owners and thus never being able to get out of the business. One sex worker said she had been working for one year and the money she earned was enough to support herself and pay off her debt, but never enough to support her son and parents.

Remitting money

Many girls are supporting family members in Cambodia but three had a debt to pay off to the karaoke owner and were unable to save or remit any money (highlighted in yellow).

Table 31 : Remitting money

Amount (baht)	Frequency	Method	To whom	Reason for not
3,000	Per month	Telephone	Mother	
1,000	Per month	Telephone	Grandmother	
4,000	During festivals	Visiting	Parents	
9,000	Once	Telephone	Mother	
4,000	N/A	Telephone	Family	
5,000	Twice a month	ICOM	Family	
No	Never	N/A	N/A	Debt to karaoke owner
No	Never	N/A	N/A	Debt to karaoke owner
No	Never	N/A	N/A	Debt to karaoke owner
1,000-2,000	Per month	Unknown	Family	
No	Never	N/A	N/A	Debt to karaoke owner
No	Never	N/A	N/A	Newly arrived
5,000	Khmer New Year	N/A	Family	

Visiting Cambodia

Three of the 13 sex workers stated they visited family at home during festivals. However, 10 girls said they never visited Cambodia, for the following reasons:

- Two had an outstanding debt to the karaoke owner.
- One did not want her family to know where she was or what she was doing.
- Four were newly arrived.
- Three did not specify a reason.

Karaoke owners

The majority of the karaoke owners in Klong Yai are Cambodian couples who have previously lived in Koh Kong. Their business premises cost 150 baht per room. Some of the owners have only two or three girls; this varies for each owner. The Thai landlords apply for a license and rent the premises to the Cambodian karaoke owners: 3,000 to 4,000 baht is charged per month for house rental. There is great competition between the karaoke owners which can result in them reporting each other to the police and the authorities. The karaoke owner interviewed had her establishment burnt down in 2004 and had returned to Cambodia. Karaoke owners can earn as much as 25,000 baht in just a few months working in Kong Kan, not only from the girls but from selling drinks. During the full moon they can earn as much as 40,000-50,000 baht. As one ex-karaoke owner stated, 'All the karaoke owners care about is money and are even willing to trick girls from their villages or relatives into working in the karaokes.' Some of the Cambodian karaoke owners in this area have become rich and own their own cars to transport girls from Cambodia to Thailand.

Problems

a) Serve many clients

The clients are predominantly male migrant workers, the majority of them Cambodian fishermen. Thai, Burmese and Mon were also mentioned as frequenting the karaoke establishments when the boats had docked. The girls do not have sex with clients on the

premises of the karaoke. The girls have to go with clients to a rented room near the karaoke shop. Sex workers interviewed state they have to serve many clients, especially during the full-moon period. Conditions are exploitative: they are forced to sell sex and have no power to choose customers. Some customers use pills to increase their sexual capability.

b) Forced to have sex

Newly arrived girls are required by the karaoke owner to serve beer and sing karaoke but within a short period of time they are forced to have sex with the customers, as the karaoke owner threatens the girls regarding their debt. Girls claim that on arrival at the karaoke they are forced to have sex with Thai policeman, thus compounding their fear of the police and owner, resulting in compliance. A karaoke owner respondent stated that if she could not force the girls to serve clients then she would sell them for between 20,000 and 30,000 baht to other karaoke establishments in Aw Yai, Koh Kud Island.¹⁷

c) Violence from customer and risk of HIV

Girls in Klong Yai complained about the nature of the sex. One girl stated that the sex is 'ugly and horrible' and frequently get into arguments with customers about condom use; this can result in customers using violence and raping the girls. The girls report that some clients refuse to use a condom; they have no choice as they require money to pay off the debt and daily costs. During the full moon the men are often drunk, cause fights and are violent. The sex workers complained that customers bite their necks and slap their faces as well as locking them in the rented rooms. There are reports from Cambodian sex workers that Thai men and especially Cambodian fishermen use penis enhancement marbles or balls on the end of their penis, and small pieces of glass. These enlargement devices, known as Fang Muk, can cause vaginal walls to rip

d) Lack of freedom

The majority of girls fear arrest, which restricts their movements. In addition, trusted motodop drivers are used to accompany the girls when they go to the rented rooms with customers. Those who still have a remaining debt and live too far from the border are never permitted to go home or leave the premises. However, a few did report being able to go to the telephone shop and port to meet their boyfriends. Some of the girls working in Klong Yai have border passes. The karaoke owner takes the border pass from the girls to protect themselves and prevents girls from escaping: the police will arrest and deport the girl as she has no legal status without her border pass. One girl, however, said that she returned to Koh Kong to visit her family and the karaoke owner dropped her at the border. She stated she had a legal document but police refused to let her go and detained her for the whole day until she paid money.

e) Threat of arrest and deportation

Cambodian women and girls working in the sex industry encounter threats of arrest and deporting from the police and immigration authorities, owing to their illegal residence and illicit work. One ex-karaoke owner admitted to telling Cambodian sex workers that if they left the karaoke or tried to run away the police would beat, arrest and send them to prison/bring them back to the karaoke. An original debt of 1,000 baht becomes 2,000 baht if they try to escape and are recaptured.

If the girls are arrested, the karaoke owner pays 2,000 baht to the police for release. This bribe money is added to the girls' debt. The karaoke owner told researchers that regular payments are made to law enforcement officers for each girl on a monthly basis (1,000 baht), and any newly arrived girl has to be reported to the authorities. During police sweeps, girls hide in wardrobes and neighbouring houses (for which the residents are paid).

¹⁷ Koh Kud is four hours from Klong Soan by boat.

Fishing industry in Klong Soan

Type of work:	Fishing
Location:	All areas
Average salary:	4,000 to 8,000 baht per month
Number of workers:	Dependent on boat
Origin of workers:	Prey Veng, Kampot, Kompong Cham and Takeo, Kompong Chhnang, Svay Rieng and Koh Kong
Legal status:	Mainly undocumented
Ratio of married:	Single higher than married
Number of children:	An estimated 10% from 15 years old

General information

Cambodian migrant fishermen are extremely mobile. A number of fishermen interviewed had various jobs in different locations in Thailand. Those who had worked in Trad, Pattani and Rayong had returned to Klong Soan in Klong Yai district where the salary and employers are reported to be better. Two of the respondents live in Koh Kong but cross the border twice a year as seasonal fishermen to earn money. Others returned to Cambodia for good to get married. In addition, fishermen regularly change the type of boat they are working on in search of better pay, employer and conditions. One Cambodian fisherman left his home province in Kampot to work in Klong Soan when he was sixteen. He worked on a Ba-on boat for five years then a Ba-on in a team of boats; for four years he has worked on the Tuk Daiy Chray. Fishermen leave the fishing industry when they are between 40 and 50 years old and are not physically able to continue. The conditions, work hours and salary depend on the type of boat, the amount of fish caught and the employers and boat owners.

Destinations

The boats that dock and unload/load in Klong Soan go to various places in Thailand, Vietnam, Koh Kud, Koh Muk and Koh Chang as well as specific places in Cambodia such as Koh Kong, Kompong Som, Kampot, Sre Ambel and Mon Rithys private port. Far away destinations include Rayong, Trad and Pattani.

Types of boats docking in the ports in Klong Soan

a) Tuk Daiy Chray

This type of boat has large and smaller vessels. The smaller boats have up to seven crew and the larger boats have 11 fishermen aged from 20 to 30 years old. They use bulbs to attract the fish and can catch all types. More fishermen are single than married. One respondent stated that eight of the 11 fishermen are single; the three married men are originally from Kampot, Kompong Cham and Takeo. The amount of hours worked depends on the fish, but are usually from 8pm-7am with no days off. When they have dropped the net, which they do five or six times per night, then the crew can rest. The fishermen have to work at a fast pace in order that the fish do not decay. Those without experience have to put the net into the sea. The fishermen are paid every full moon, usually every 24 days. Each time they dock the employer gives them each 100 baht to spend which is then deducted from their salaries. The average salary is 4,000 baht per month.

b) Tuk Ous or Ru-Lak boat (dragnet)

These have three different types. One is called Tuk Oulong (single boat) and has six crew members. These boats are dragnet boats, which take six hours to gather fish. They go out fishing 10 days at a time before docking. Tuk Ous Taiwan is a dragnet boat similar to Tuk Oulong but where they drag the net for eight hours and the species of fish is difficult to sort and take care of (for example, squid need to be cared for in a particular way). The other type (Tuk Ous Koo) needs two boats that work together. One boat (male boat) requires the driver and one fisherman to control the net; the female boat consists of 16 fishermen including the driver. The male and female boats bring the net together and haul the different types of fish onto the boat for sorting. Those on Tuk Ous are paid 150

baht per night and receive salaries of 1,500 every 10 days, or every three to six months (4,000 to 5,000 baht).

c) Ba-on boat (Rus Bla-on)

The crew can include 20 to 30 fishermen, with one Thai foreman and driver. Some of these are permanent workers and fish around the Koh Kud and Koh Chang areas near Klong Yai district. The crew work 12 hours a day from 6am-6pm, but this depends on the weather. Once the net has been put in the sea three times a night then they can take a rest for two to three hours. The crew is often from the following provinces: Takeo, Prey Veng, Kampot, Kompong Cham, Kompong Chhnang, Svay Rieng and Koh Kong, aged between 20 and 40 years old. The largest groups are those from Prey Veng and Kampot; an estimated 50% are married. Older Cambodian males cook the food. The crew is paid according to the size of the catch. If the owner can sell 10,000 baht of fish then the fishermen will receive 100 baht per person; more if the catch is bigger. The employer sells the fish and does not give the crew regular payment. Often the salary is less than expected. 7,000 to 8,000 baht was stated as an average salary per month, paid on docking during the full moon (every 24 days). Other crews working on Ba-on boats report that their salaries are paid every two months. Fishermen tend to borrow money from the employer or boat drivers and are encouraged to borrow when docking. This is later deducted from their salaries. One newly arrived fisherman from Takeo stated he could save 3,000 baht per month on this type of boat.

d) Oundam and Ounsam boats

25 to 35 Cambodian migrant fishermen work on this type of boat during the day and night. The crew on this type of boat, according to those interviewed, come from Kompong Cham, Kandal, Phnom Penh, Prey Veng and Koh Kong provinces. Oundam boats travel further, to Pattani and Songkhla. There are three different types. The first does not use lights to catch fish. The second has lights (Ounsam) and one motorboat with a driver and fisherman who place cement blocks in the sea attached to ropes with bamboo and banana leaf: this offers shade and attracts the fish. The third type has two boats working together using lights at night to place the net around the fish and haul them in. Every two weeks these boats come to the port. The salaries are paid for 18 to 25 months; fishermen supplement their income with private fishing, for which they get paid 100 to 200 baht. Every full moon when docking the fishermen receive a percentage of their salary, usually 1,200 baht. In the past, migrant fishermen were paid 6,000 baht every six to seven months, and during the full moon were given 1,000 baht. Boat employers are said now to pay salaries only every two years. These particular types of boats have mother boats, which very rarely dock. These work around Malaysian and Indonesian waters. The fish is unloaded into small boats and taken to the ports. The crew on these mother boats is often at sea for up to two years.

e) Tuk Tumning (goods boats)

These boats transport goods from Klong Yai district to Kampot, Kompong Som, Mon Rithys port and are usually the boats that Cambodian migrant use to move back and forth from Thailand and visa versa.

Salary and working hours

As seen in the section above, salaries depend on the type of boat. Those who have the strength can supplement their earnings by doing some private fishing for squid and shrimp (1,500 baht per month) or cooking for the crew. The work is conducted through the whole night. The fishermen can rest while the boat driver searches for a good fishing spot (two to three hours a day). They also rest in the day or when the net has been put in. Fishermen tend to work the whole night until sunrise. The main holidays and breaks are during docking, usually during full moon. In the day, fishermen often cannot sleep because they have to repair the nets. The fishermen interviewed admitted they spend vast amounts of money on clothes, beer and wine, women and gambling as well as face cream and talc. Saving money was difficult.

Living conditions

Cambodian migrant fishermen live on the boat and have enough to eat, supplemented by buying extra instant and dried food at the ports. Some have families and children in Klong Yai district whom they visit during the docking periods.

Registration

Registration was said to be too expensive; many fishermen were said to be undocumented in the fishing industry. On one boat, 10 out of 28 fishermen were not registered. The cost was 4,000 baht if the migrant had assistance from the employer but 5,500 if they went through the process themselves (the reason for this was unknown). 100% of the fishermen on two boats had not re-registered in 2005 and an ex-fisherman stated that many of his colleagues were not registered as it was costly. Registration also covered a short period of time: fishermen were less likely to be arrested as they spent long periods of time at sea and could escape onto the boat if the police were actively arresting migrants. Furthermore, newly arrived fishermen were thought not to be trusted, so employers were reluctant to assist or give information on the registration process.

Boat owners

Boat owners are a mix of Thai and Cambodian, some of whom are based in Koh Kong. Thais generally were said to treat their workers fairly. All of the fishermen interviewed complained about the Thai boat drivers, however, who were known for their physically violent behaviour towards migrant fishermen. The fishermen repeatedly stated that the boat-owners treated the Cambodian fishermen like animals and on some boats have killed Cambodian migrant workers. The migrant fishermen report incidences where cruel boat owners and boat drivers beat and kick the workers. Occasionally, Cambodian migrants are pushed into the water and shot at by the boat drivers. At other times, fights break out on the boats and migrants are killed. One boat driver known by one interviewee slaps and beats the fishermen with an iron stick or throws bottles at them if the workers fail to work at the required pace. Boat drivers were mentioned as one of the main problems Cambodian fishermen face. The migrants never complain about the conditions or pay. To do so would (they report) result in dismissal from their job. Those unhappy with conditions, pay or boat drivers are forced to find another boat crew to join.

Health problems and accidents

Owing to the nature of the work, flu, headaches and colds were common. If the fishermen are sick some boat owners provide medicine and some employers pay for their crew's medical expenses. Those with a fever can take a rest, but occasionally the foreman will cut the salaries of those who have not worked (usually 300 baht) and this money is then used to buy wine to drink for the whole crew. Fishermen regularly buy medicine in private pharmacies around the port areas.

There is no safety equipment and accidents such as back injuries are common. Painful chests, arm, legs and backs and accidents including loss of limbs and fingers were reported by Cambodian migrant workers. One fisherman lost an eye from the rope and another a finger. The net winch regularly falls and severely injures the heads of fishermen. Fishermen regularly die on boats trawling the reef areas near Vietnam. Cambodian fishermen have a special machine which provides oxygen along a tube to divers below who chase the fish from the reef and rocks into the nets. Accidents happen frequently owing to faulty equipment. Fishermen on these types of boats earn more than the average, up to 10,000 baht per month.

Other problems

- Sleep deprivation was commonly reported. Often Cambodian fishermen are only able to sleep two to three hours per night. Accidents happened when fishermen slept and fell off the boat into the sea.
- The employers regularly owe salaries to the fishermen and frequently do not pay on time. On the Oundam/Ounsam boats, where fishermen are paid every two years, this gives opportunities to the boat owners and boat drivers to cheat the fishermen.

Before the salary is paid, the boat driver picks fights with the fishermen or makes them work very hard in the hope that this will force the fishermen to leave without being paid. On the Oundam boats Cambodian migrant workers have difficulty leaving exploitative conditions, as getting to the ports rarely happens. These are the boats where trafficking is most common.

- Some employers who own a number of boats sometimes share the catch with the other boats, resulting in less pay for the boat that caught the most.
- Gangsters and Thai motodop drivers in port areas beat and fight with Cambodian migrant fishermen.
- Salaries are said to be deducted for those who are late on board when the boat is ready to leave ; fishermen are penalised for various reasons, for example if the boat engine is not working deductions are made from their salaries.
- Mixed nationalities on the boat cause tensions. Fights between Thais, Cambodians, Laotian and Vietnamese are alleged to result in serious injuries and deaths. In addition, alcohol and jealousy about women cause many fights on boats. As with drugs, those not participating in drinking are ostracised and have to leave and find another boat.
- Children around the age of 15 are working on the boats.
- Undocumented fishermen are afraid of the police , which limits their freedom of movement and to make additional money selling fish .
- Boat owners were reported as making promises to make work permits for their workers which never materialised.
- As in research conducted by LSCW in 2004,¹⁸ some Cambodian migrant fishermen sell and use Yamma, while some boat owners use it in water to increase the working time of their employees. One former fisherman told the research team that the use of Yamma is rife on all type of fishing vessels. He stated that eight out of the 10 fishermen on his boat (Tuk Daiy Chray) were using drugs. Another said 10 of his 28 crew were regular users. Owing to peer pressure and camaraderie, any fisherman not participating in drug taking will be unable to stay working on the boat. Employers add Yamma to the drinking water; sometimes fishermen choose to take it themselves. Sources repeatedly state that Cambodian fishermen are addicts and that the drugs are produced in Cambodia near the border and sold in Thailand.
- Cambodian migrant fishermen and port workers report that in the past two years, fishermen have been forced by boat drivers when docking at the port areas (Paiy Yeay Kop and Paiy Yeay Kim) to go into the storage hold to remove the decaying fish. The smell and lack of oxygen cause fishermen to become unconscious and die.
- One superstition is that fishermen should never sit with their legs outstretched or sit with knees crossed. To do so is to bring bad luck. Boat owners and foremen were said to kick fishermen if they were caught doing this while repairing nets.

Construction work in Klong Yai district

Type of work:	Construction
Location:	Various sites in Klong Yai district
Average salary:	2,500 to 4,000 baht per month
Number of workers:	Teams of three to 15
Origin of workers:	Prey Veng, Takeo, Svay Rieng, Kampot and Kompong Chhnang
Legal status:	An estimated 43% undocumented
Ratio of married:	An estimated 50% married
Number of children:	A number (14 years old and upwards)

General information

There are various construction sites around Klong Soan and Klong Yai district ranging from house and commercial business construction to bridge construction and pagodas. Cambodian migrants living in Klong Yai also travel further to Trad province to work. Construction work is not permanent; it tends to be seasonal and irregular although some skilled construction workers have regular jobs.

¹⁸ See 'A Gender Analysis of the Patterns of Human Trafficking through and to Koh Kong January 2005', http://www.lscw.org/images/lscw_research_gender.pdf.

Workforce

The workforce tends to be made up of male Cambodians, although a number of women are also working, with Thai employers and foremen. Ages range from 21 to 50 years old, some single and others with families, from provinces including Kompong Chhnang, Takeo, Kompong Som, Kompong Thom, Kompong Cham, Prey Veng and Kampot.

The construction teams which the researchers were able to interview contained the following numbers:

- Three Cambodian male migrants (working on the pagoda in Klong Chak).
- Five females and seven men (12).
- Seven male and one female (eight).
- Eight men and two female (one married and one divorced) (10). Three out of the ten are registered and are workers favoured by the foreman.

Salary and working hours

The workers are either paid daily, weekly, every fifteen days or once a month. Women are responsible for tying the girders and supports together. One construction worker from Takeo stated he could save 1,000 baht per month. The workers are not paid if they are sick or absent.

- 100-180 baht per day for labouring.
- 250 baht per day for bricklaying.
- 120 baht for female construction workers.

The hours of work are from 7.30 or 8am to 12.00, and 1pm to 5.30/6pm. There are no holidays except when it rains or the foreman is busy. Workers generally have one hour for lunch and a five to ten minute break per day, although this depends on the foreman.

Deductions or debt

The employer only deducts money from salaries when the workers have borrowed money.

Registration

Out of a total of six male construction workers interviewed, only one was registered. The reasons given for non-registration were cost and the employer failing to provide information on registration. 23 out of the total of 53 migrants working at the different sites were estimated to be documented, according to those interviewed.

Employers

Comments varied about construction employers, who are all Thai nationals. One Cambodian migrant stated that his boss treated the workers badly, as well as cursing and swearing at them. Workers complained that employers forced them to work long hours into the evening to complete the work. Another two said their employer treated the workers well. However, no workers dare to ask for a contract, complain or ask for an increase in salary. A number of undocumented workers ran into the forest if the police arrived. Migrants report no accidents at the worksites but only one migrant reported the presence of safety equipment at the construction site.

Problems

- The salary is not enough to cover the cost of living and saving money is difficult, especially if there is no work and it is raining, or the customer does not pay on time.
- The registration costs for newcomers are too high and they remain undocumented.
- Workers complained about dizziness in the hot sun and cuts from bricks, nails and axes.
- Construction workers are often sacked if they do not come to work owing to illness or if they leave the worksite. One respondent failed to inform his Thai foreman that he was ill and needed a day off; he lost his job.

- Undocumented migrants face problems in securing permanent work in this industry with a regular team of workers .

Shrimp processing industry in Klong Soan area

Type of work:	Shrimp peeling and processing
Location:	Kalapangha and Chalalai Ports
Average salary:	Between 2,500 and 3,000 baht per month
Number of workers:	An estimated 490 (mainly women and children)
Origin of workers:	Kampot, Kompong Speu, Svay Rieng, Kandal, Prey Veng and Kompong Cham
Legal status:	An estimated 92% were said to be undocumented
Ratio of married:	An estimated 60% were said to be married
Number of children:	An estimated 30% are children

General information

Shrimp processing and peeling is conducted in the various port areas in Klong Soan under corrugated roofs, particularly in Kalapangha (Kamnang port) and Chalalai (Port Ye Kob). Women and children sit on plastic stools on the floor to peel the shrimps. A mixture of long-term Cambodian migrants and newcomers work together. Large numbers of children were seen helping their mothers in this industry.

Workforce

The shrimp processing industry is made up of mainly Cambodian female migrant workers and their children with a few men in each site helping their wives and families. The workers tend to be from Kampot, Kompong Speu, Svay Rieng, Kandal, Prey Veng and Kompong Cham provinces. Cambodian migrant workers were working in the following ports in Klong Soan.

- Kalapangha port (an estimated 80 women and children aged from six to 40).
- Chalalai (an estimated 160 workers, five or six men and the rest women and children aged from three to 60).
- Klong Makkam (an estimated 250 workers, four men and the rest women, with around 30 children aged from 10 years old).

Salary and working hours

The work is not regular and depends on boats, the catch, the employer and the worksite. Usually, the migrants earn 50, 70 or 100 baht per day (2,500-3,000) per month, as they are paid per kilo. They are paid on a daily basis after completion of the work, usually every two days. In Klong Makkam, the workers are paid eight baht per kilo and the women can on average peel 25 kilos a day, making 200 baht per day. If workers have their children working with them the amount they earn is more. A female migrant worker on her own can earn 100 baht, but with her children she can earn 300 baht per day, making a significant difference to the daily salary. The hours are usually from 7am to 5 or 6pm, or until the work is finished. There are no days off, but if the workers want to rest or are sick they can be absent from work (unpaid). Workers can rest and have time for lunch, which is brought with them and eaten at the worksite. Saving money depends on family size. One of two shrimp processors, with five children each, said she was unable to save money as she had extended family living with her. The other could save 500/600 baht per month.

Registration

There are more undocumented workers than documented, owing to the cost and procedure. A few have the refugee status card (ob-yob). Employers in this industry were generally more reluctant to allow workers to register, as the work is not regular. Two shrimp processors stated they were registered; one paid 3,800 for a work permit and the other 4,300 baht. An estimated 8% of the total were believed to be documented. Another shrimp processor at Chalalai port stated the employer insisted the workers did their own registration. She was therefore undocumented.

Employers

The employers are Thai, Thai Chinese or Thai Cambodian who have a 'good heart' and treat the workers well. One employer often buys cakes for the workers. As with many of the industries, the workers complained about the Thai foremen or supervisors, many of whom are strict and cruel. Workers are pushed hard to work quickly to prevent the shrimps from rotting. They work without breaks and endure long hours. Any complaints result in dismissal from the job; migrants stated they fear arrests by the immigration police.

Problems

- Difficulties in saving money, since the daily salary is spent on living expenses.
- If the workers do not work at a fast pace, some employers cut their salaries.
- In one working area in Klong Soan, the female Cambodian shrimp processor and the working children are not permitted to leave the workplace until all the shrimps have been peeled. This includes working into the night and early hours of the morning. If the child workers go home to rest the supervisor prevents them working at the site in the future. Sleeping at the worksite was tolerated.
- Workers who are not reliable and do not turn up every day are sacked.
- The workers complain of feeling dizzy, and of painful backs and hips. Salt causes sores on their hands and split nails.
- Neither women nor children were wearing any protective clothing, but accidents were very uncommon. The women use a false metal nail on their thumbs to assist in the peeling of the prawns and shrimps, as well as wearing plastic boots which they purchase themselves. The women who are the most skilled peel prawns for the restaurant industry and have to wear tee-shirts and protective hats.

Runan Muk squid processing factory – Klong Yai town

Type of work:	Squid processing
Location:	Runan Muk, Sam Yek area of Klong Yai
Average salary:	2,400 to 3,500 per month
Number of workers:	Approximately 30 to 50
Origin of workers:	Takeo (largest percent) Battambang, Siem Reap, Kompong Thom, Kompong Som, Kampot, Kompong Cham, Svay Rieng, Kompong Speu and Prey Veng
Other nationalities:	Vietnamese (Kampuchea Krom)
Legal status:	Majority undocumented (88%)
Ratio of married:	An estimated 70 -80% married with families
Number of children:	Less than ten

General information

The factory is near the Rumrean Anuban School on the outskirts of Klong Yai town and the squid comes from Vietnam. The research team visited the site, which is a small factory with various processes being conducted: skinning the squid; taking the head off; and stretching the squid. After skinning and cutting the head off, the squid are grilled and then stretched in various types of machines. Since there are more workers than squid to be processed, Cambodian migrants who arrive early for work get the regular amount of squid to process. Those who arrive late have less; the salary is therefore less. The women have containers of squid to process and sit on small plastic or wooden stools.

Workforce

There were 10 to 15 migrant workers skinning the squid and five to eight men stretching and cutting the heads off. 10 children were seen between the ages of five and 10. An estimated 30 to 50 workers in total are said to work in this industry. The workers are aged from five to 50 years old and are from Battambang, Kompong Som, Takeo, Kampot and Kompong Cham, Svay Rieng, Kompong Speu and Prey Veng. The majority are from Takeo, and friends and family work side by side.

Salary and working hours

- Base salary 40 baht for five kilos of squid
- Newly hired migrants receive 20 baht for five kilos and are paid weekly
- For skinning, one kilo of small squid is eight baht
- For skinning large squid, one kilo is four baht
- Cutting off the head, five baht for 10 kilos
- Stretching machine for large squid, one kilo is 25 baht
- Stretching machine for small squid, one kilo is 30 baht

On average the workers can earn 2,400 baht per month for ten kilos a day (80 baht). Skinning and stretching the squid, migrants can earn 3,500 baht per month, but this depends on the amount of squid, type of processing system and how quickly they can work. The workers are paid every 10 days but occasionally the salary is late. One young Cambodian girl from Takeo saves 3,000 baht of her salary per month.

The workers work eight hours every day if work is available, and take one hour for lunch. Some Cambodian migrant workers are forced to work until 7pm (10 hours a day) to complete their container of squid, while others continue to process their original amount the following day. Workers are turned away especially if they arrive late or there is a lack of squid to process; others take time off owing to sickness, for which they do not receive pay but are not penalised. Five to 10 minute breaks are allowed for migrants to stretch their legs. They are free to leave the worksite once their work is completed.

Registration

The majority of squid processors are not documented and were not required to have work permits. Five to six Cambodian migrant workers among 40 employees are estimated to be documented.

Employers

The employers (husband and wife) are Thai and the wife is reported to be very cruel, with a bad temper, swearing and scolding all the workers who spend too much time talking or who complain. Workers who are skinning and remove too much flesh are sacked, as are those who do not work well. The workers are undocumented and do not dare to complain. If the workers are caught stealing the squid, they are fined 500 baht per squid.

Problems

- The workers are largely undocumented and the employer is cruel
- A few workers have borrowed money from the employer (500 baht) to help provide the basics for their families.
- Lack of oxygen and a very salty environment cause workers' eyes to sting, makes them dizzy and faint as well as suffer from headaches. No uniform or safety equipment is provided.

Fish head cutting, Klong Chak

Type of work:	Fish head cutting
Location:	Klong Chak (Near Klong Soan)
Average salary:	4,000 to 4,500 baht per month
Number of workers:	An estimated 30 to 40
Origin of workers:	Prey Veng, Kampot, Takeo and Kompong Cham
Legal status:	Undocumented
Ratio of married:	An estimated 80%
Number of children:	10 children aged from 12 years old

General information

In Klong Chak, there is a small-scale industry where mainly Cambodian migrant women work cutting the heads off fish. The work fluctuates in this industry, as it is dependent on number of boats and amount of fish to be processed. For example, in a 12 day period, there was only four days work for the workforce, owing perhaps to the full-moon period

and the lack of new boats bringing in a fresh supply of fish. The criteria for working in this industry are that the workers have to be able to process a minimum of 10 kilos of fish with a minimum of five kilos of flesh per day without dismantling the whole fish.

Workforce

There are 30 to 40 Cambodian migrant workers; the majority are married women (26). Three to five men work to assist their wives. There are approximately 10 children doing this work, and ages range from 10 years old to 40. They are originally from Prey Veng, Takeo, Kompong Cham and Kampot provinces.

Salary and working hours

Salary is based on the number of kilos of fish they can process. Usually, the skilled women can cut 70 kilos a day (one kilo is three baht), so that on average they are paid between 150 and 210 baht a day. One Cambodian migrant and her son could cut 50 to 70 kilos per day (on average 4,500 baht a month). One newly arrived migrant from Kampot got 50 baht a day, as she was not skilled in doing this job and could not work as fast as the others. The workers are paid after work in the evening. Some workers can save between 1,000 to 2,000 baht per month if the work is constant.

The time and days are not regular, but work is usually from 7 to 8am until 5pm in the evening. Work is every day as long as it is available. The workers can take a rest for 30 minutes once a day or stand up for a few minutes but cannot leave the worksite if there is work yet to be completed. Lunch is one hour; workers bring their own lunch with them.

Employer

The employer is Cambodian-Thai and is said to treat workers fairly. However, as they are undocumented, the workers stated they have no rights to complain and to do so could cause the employer to report them to the immigration police (Tor Mor).

Registration

All of the workforce are undocumented. The employer is said to be reluctant to help as work is not constant and Cambodian migrant workers often change jobs. Another reason given is that those who have husbands are reluctant to spend the money for registration when their husbands are documented.

Problem

- The work is not regular and the workforce can go days without any work or earnings.
- The migrants complain of back pain and cuts on their fingers which can be deep. There is no safety equipment or special clothing to prevent accidents.

Fish sorting, Chalalai Port, Klong Soan

Type of work:	Fish sorting
Location:	Chalalai Port, Klong Soan
Average salary:	2,500 to 3,000 baht per month
Number of workers:	An estimated 120
Origin of workers:	Prey Veng, Takeo, Kampot and Kandal
Legal status:	Approximately seventy per cent (70%) are undocumented
Ratio of married:	An estimated 50%
Number of children:	15 to 20 aged from 13 years old

General information

Fish sorting is conducted at many of the ports in Klong Soan and the information below is taken from Chalalai port. When boats dock the fish is unloaded by male Cambodian migrant workers and the containers are emptied into one large container, where they are then sorted by the women and girls. Once the fish is sorted it is put into trucks and transported to Klong Yai, Samut Prakan (Maichai) or Bangkok.

Workforce

100 to 120 Cambodian migrant workers are employed in this area. There are five to eight Cambodian men unloading the containers from the boats and approximately 80 to 90 women and 15 to 20 children, aged from 13 upwards to 50 years old. 50% are said to be married; they come from Kampot, Kandal, Kompong Cham, Takeo, Koh Kong and Prey Veng (the most). Respondents interviewed worked along side family and neighbours.

Salary and working hours

In this area of work, those documented are paid a higher salary than those who are undocumented. The average salary is 3,000 baht per month; for undocumented workers and newly arrived migrants who are unable to work at the same pace as experienced workers, the salary is 2,500 baht per month. It can be as low as 1,800 baht in the rainy season when boats are less frequent. Men unloading containers and dragging them to the work area earn 4,000 baht a month, since the work is physically demanding. After the work has been completed, the men have to clean the containers and the worksite. The salary is paid on time every 10 days. If workers are absent or sick, 70 baht is deducted from their salary per day. In this industry, the workers take the opportunity to make some extra money by taking fish. To some extent, this is tolerated by the foremen and employers, as long as it is not too frequent or the amount of fish is not large. The workers report being able to save on average 500 to 1,000 baht a month.

The working time fluctuates depending on the amount of boats and fish to sort. Workers stated that it was normal to work from 6pm until 3am. 15 minute meal breaks are allowed and workers can take short naps. There are no official days off, but when boats are not docking, workers are free for the day.

Registration

Two of the female Cambodian workers missed the registration process in 2004 and were not able to register in 2005. 30 to 40 migrants are said to have a work permit or a border pass, including one male worker out of a total of approximately 120 migrant workers. One woman from Koh Kong paid 3,800 baht for registration and has only paid off 500 baht to the employer. The work permit is held by the employer until the debt for registration has been repaid.

The employer

The employer is Chinese Thai who treats the workers well, buying food and cakes. However, if the employer is dissatisfied with the foreman, the workers also get shouted at and blamed. The workers are unable to complain about the work situation.

Problems

- The workers fall and slip over on the floor and no safety equipment is provided. Workers buy their own equipment, such as gloves and boots (200 baht).
- The workers state that boys and unemployed migrants often come to collect leftover fish and sometimes try to take fish that has been sorted. The foreman reportedly has been known to push the boys he catches into the dirty sea near the port or uses a catapult with ice to deter them.
- The foreman forces the workers to work quickly, especially during busy docking times and late at night when they are tired.
- The workers complain about lack of sleep, feeling dizzy, fever and backache.
- The employer provides a name card and tee-shirts; failure to wear these items results in a deduction of 20 baht from their salaries.

Fish drying, Klong Chak, near Klong Soan

Type of work:	Fish drying
Location:	Klong Chak
Average salary:	2,000 to 3,000 baht per month
Number of workers:	Approximately 30 to 40 women and a few men helping their wives
Origin of workers:	Kampot, Prey Veng, Takeo and Kompong Cham
Legal status:	Mostly undocumented

Ratio of married: An estimated 70%
Number of children: A small number

General information

Klong Chak is a small hill near the main road overlooking Klong Soan, where fish drying and fish head cutting work is available. The amount of work and salary depends on the amount of fish, boats, season, weather and employer.

Workforce

30 to 40 Cambodian migrants work in this industry in this area. The majority are women. Some children and husbands accompany their wives to supplement income. The age of the workforce is said to be between 15 and 50 years old, from Prey Veng, Takeo, Kampot and Kompong Cham (most from Kampot). The workers have family, friends and neighbours from their original province working with them.

Salary and working hours

In this industry, the workers are paid between 150 and 250 baht per day, but this depends on the amount dried and the weight. During the full moon (every 24 days) there are more boats. The average salary is 2,000-3,000 baht. The workers are paid per day after the work. The number of days per week worked and hours vary depending on the amount of work available, but usually it is eight hours a day from 8am to 12 and from 2pm to 5pm. If there are no boats or fish then work can cease for a few days. There are no official days off. The migrants can save between 500 to 2,000 baht if there is a large haul of fish. If work is not available then it is impossible for workers to save money.

Employers

The employers are a Cambodian-Thai husband and wife who treat the workers well, as they have come from humble origins themselves.

Registration

Respondents were all undocumented. Only a number of workers were believed to have the refugee status card. The reason given was the employer did not see the value of registration since the workers frequently changed jobs. Migrants said that the cost of registration was expensive and was limited only to one year; their salaries were needed to support their families.

Additional work

Female Cambodian migrant workers stated they supplemented this income in Klong Chak by doing fish picking in the Klong Soan port area, for which they earn 70-80 baht per day when available. If there is an abundance of work in Klong Soan and they need more workers, other employers transport them to work in Klong Soan port areas to do fish sorting.

Problems

- The work in fish processing is extremely hard as one migrant stated: 'The work dries the humans as well as the fish.'
- Difficulty in saving money for those who have children and families.
- The work is irregular and varies day to day.
- Cambodian migrant workers who have border passes need to leave work to stamp the passes at the Hat Lek international border, which requires understanding by the employee.

Port work (unloading and loading)

Type of work: Port workers (unloading and loading)
Location: Kalapangha and Chalalai Ports
Average salary: 2,500 to 4,000 depending on the system
Number of workers: An estimated 110 to 150 in Kalapangha
Origin of workers: Prey Veng, Kompong Cham, Kompong Thom, Banteay Meanchey

Other nationalities: Vietnamese (Kampuchea Krom)
Legal status: An estimated 60-70% undocumented
Ratio of married: Unknown
Number of children: None

In every port in Klong Soan, Cambodian migrants work as port unloaders and loaders. The work varies depending on the system. Below, three different port unloaders' information has been documented.

1. Port worker – unloading and loading – Kalapangha Port

The workforce

There are crews of fifteen to twenty migrants unloading and loading fish and containers from boats, usually in teams of six. The total number of persons working as loaders/unloaders at Kalapangha is estimated to be 110 to 115. The migrants come from Kampot, Prey Veng, Kompong Cham, Banteay Meanchey and Prey Veng. Vietnamese also work in this industry.

Work conditions

This type of work has two types of people in the workforce. Some workers are paid a fixed monthly payment; others are paid for the amount of work completed and boats unloaded. The workers who are paid on amount of boats unloaded/unloaded take a risk as this depends on the amount of boats. If no boats dock then they can rest but are not paid. The employer can call them to work at any time, including early mornings or during the night. Meals are eaten at the worksite. They are free to choose when they work and will only be paid according to what they have done on a daily basis, hence there is more freedom. Those who are paid a fixed rate cannot take holidays.

Salary and working hours

Workers paid fixed salaries earn 150 baht per day (2,500 to 3,000 baht a month). For those who take the risk to work less regular hours dependent on boats and containers, the workers can earn 3,000 to 4,000 baht per month. The amount saved depends on the amount of work, but is usually between 500 and 1,000 baht per month. Hours are not regular.

Registration

Out of 110 persons about 60% are estimated to be undocumented, many of whom are female. Some workers are able to pay for their own registration rather than borrowing money from the employer.

Health problems

The workers suffer from back problems.

Employer

The employer is Thai and is said to treat the workers well. However, some employers in this industry are reported to force their workers to work all night and to kick and beat them if they do not work at a fast pace.

2. Loading and salting the fish (Paiy Yeay Kim/Port Kasem)

Workforce

15 to 20 Cambodian migrants work salting and loading fish. They are aged from 20 to 40; two are married while the others are single. They originally came from Kompong Cham, Kompong Thom and Kampot, with the largest group coming from Kompong Thom. As with the port workers detailed above, there are two types of work schedules: workers who are paid on amount of work completed and workers who are given a fixed salary. For those paid according to the work, if there are no trucks then they are free to rest.

The employer will call them to work as needed. Work can be continual for four days and then stop. The more trucks, the more workers earn. During busy work periods, workers are only provided a few minutes for lunch and eat at the worksite.

Salary and working hours

The salary is not fixed and depends on the amount of trucks to be loaded and unloaded per day (106 baht each per truck or 1,600 baht to be shared among the workers per truck). On average, the migrants can earn 3,600 baht per month. For those who are paid on a monthly basis, the salary is 2,500 baht. Females can receive 1,800 baht or up to 2,000 baht. Working hours are dictated by number of boats and trucks.

The employer

The Thai employer is said to be a decent person but the Cambodian foreman and team leader look down on other Cambodians and use bad language. Occasionally, the employer owes the workers salary but nothing is deducted from the salary.

Registration

Three out of 20 workers were registered in 2004 but did not complete the registration process in 2005. One migrant from Kompong Cham was unable to register as the employer did not inform the workers in advance – on the day of registration he was sick.

Health problems

Workers have leg pain, back problems and swollen fingers from picking up the plastic containers. They report fingers getting caught in the truck chains.

Problems

The salary is better than in Cambodia but the work is harder and the workers complain they have to work like machines. The cost of registration for one year is expensive.

3. Small-scale loaders and unloaders – Chalalai Port

Some Cambodian migrants are also small-scale loaders/unloaders who work at Chalalai port. They are employed by different private Thai businessmen who require containers of fish to be picked up from people's houses or at other ports and loaded onto cars to be sold in the local markets. The fish is usually fish that has been taken by migrants from their worksite.

Workforce

Usually, the workforce is made up of teams of two to three men who have previously been employed in other industries, such as fishing, but have become too old. A respondent originally from Koh Kong worked with two other male migrants from Kampot and Takeo, both of whom are married.

Salary and working hours

The salary ranges from 100 to 200 baht per day depending on the amount of containers of fish to be collected. They are paid daily on completion of the work. The work is part-time, taking only a few hours per day in the evening when workers bring fish back from their worksite. The salary is paid per team and shared. The work is not regular and therefore saving money is difficult.

Registration

The workers have no regular employer and hence are not registered.

Problems

The work depends on the amount of fish to be collected and is therefore not regular.

Wood unloading at Kalapangha Pier, Klong Soan

Type of work: Wood unloading
Location: Kalapangha Port

Average salary:	2,000 to 2,500 baht per month
Number of workers:	10 to 12
Origin of workers:	Svay Rieng, Kampot, Kompong Cham, Takeo and Prey Veng
Other nationalities:	Vietnamese (Kampuchea Krom)
Legal status:	All undocumented
Ratio of married:	80%
Number of children:	None

General information

At Kalapangha port, male Cambodian migrants unload wood from boats which are from Koh Kong in Cambodia. Officially, the logging trade has ceased in this area but unofficially wood is still regularly transported from Koh Pich Island and Ou Japun on Koh Sdach near Koh Kong. The men unload the wood from the boats at night and transport it to one of the two sawmills in operation – near the Klong Chak Pagoda and in Bang In (Roam Mulak) However, work is not constant and therefore wood loaders supplement their income by unloading other goods, such as fish, onto cars and trucks.

Workforce

There are between 10 and 12 men working in this industry, aged from 18 to 40 years old. They have migrated from Svay Rieng, Kampot, Kompong Cham, Takeo and Prey Veng provinces. 80% are estimated to be married.

Salary and working hours

The average salary is 2,000 baht per month, and 2,500 baht if many boats have docked or if it is supplemented with other work. After the wood is prepared in the sawmill, the workers are paid daily by the Thai foreman. Sometimes it is paid late. The days of work and number of hours are determined by the amount of work. If boats carrying wood have docked, the Thai foreman contacts them to work if other workers from the sawmills are not available. The workers generally work in the evening from 5pm until 10/11pm or until the work is finished. There are generally four days and occasionally seven days work per week. Workers can take a rest according to their needs but the foreman scolds them if they work slowly. He has been known to sack those who rest for long periods.

Male Cambodian migrant workers living alone without dependants can save 1,000 to 1,500 baht per month. Those with families and wives not working have difficulty in saving.

Registration

None of the workers (probably owing to the type of work) are documented.

Health problems

Owing to the hard physical effort of carrying wood, workers suffer from various ailments, such as painful legs, arms, backs, knees, and joints. Some cough blood and one respondent stated one of his legs had become shorter. No protective clothing or gloves are provided and workers regularly cut their fingers.

Problems

- The work is not regular and therefore the salary varies.
- Two workers have never dared to complain about the salaries. One was told when he complained that if he was dissatisfied then he could find another job.

Runan Bla-ow fish processing, Sam Yek area, Klong Yai

Type of work:	Fish processing
Location:	Sam Yek area of Klong Yai
Average salary:	3,600 to 3,700
Number of workers:	Approximately 110-130

Origin of workers: Prey Veng, Takeo, Svay Rieng, Siem Reap, Kampot and Kompong Chhnang
 Other nationalities: Vietnamese (Kampuchea Krom)
 Legal status: 80% documented, approximately 20% with border passes
 Ratio of married: An estimated 30%
 Number of children: A few (14 years upwards)

General information

The workers process fish in a factory near the main school in Klong Yai. There are three types of work within this factory: skinning and gutting the fish; processing the fish by placing the fish on trays; and boiling it, after which it is sent abroad. The job is permanent and there is regular work but the employer insists the workers have some documentation before working there, such as a work permit, a refugee card or border pass.

Workforce

There are 35 female Cambodian migrant workers in the skinning section. 70 women remove the flesh. Eight to 10 Cambodian male migrants are responsible for loading and unloading and boiling. The other approximately 120 workers are female; there is a total of approximately 130 workers. Workers are aged from 14 to 50 years old and are from Takeo, Kompong Chhnang, Svay Rieng, Prey Veng and Kampot provinces. In addition, there are five to 10 Thais working in this factory. More single than married workers are reportedly working in this factory.

Salary and working hours

The salary is based around the amount of kilos of fish processed by each employee. The employees get two baht for large fish, three baht for medium fish and four baht for small fish. There is a daily salary of 120 baht for newly recruited migrants and 130 baht per day for long-term employees. This is paid on time on a weekly basis (900 baht). On average, the migrants earn 3,600 to 3,700 per month. Those supporting families stated that it was impossible to save. Single women reported they could save 1,000 baht per month. The male Cambodian workers receive a fixed salary of 3,000 baht, although newly arrived could only earn 2,500 per month. An additional bonus of 300 to 500 baht is paid to long-term workers who did not take sick-leave, and the company contributes 800-1,000 baht for employees if they have a family member who has died.

The female Cambodian migrants work from 6/7am to 5pm (11 hours a day), with no days off, but this depends on the amount of fish. One newly arrived young, male migrant from Takeo reported that sometimes he went three to four days without work. The male workers involved in the boiling process have to work from 3am to 3pm to prepare the fish for the women to process. The men have a 30 minute break at 7am for breakfast. 30 minutes is given for lunch and workers can request to work only a half day, for which they are paid 60 baht. There is no safety equipment but, as the fish is being canned, the workers must be clean with short fingernails. They must abide by hygienic procedures. The workers have hairnets, special uniforms and gloves but have to provide boots themselves. Newly arrived migrants stated they could not afford to buy the appropriate footwear.

If the workers are sick the employer has a medical kit and provides tablets and medicine. Workers are permitted to take sick leave for more serious illnesses. Long-term workers are permitted to request holiday. One fish processor stated that if she wishes to go back to Cambodia for one month, she could do so; her job would be waiting for her on her return.

Registration

80% of the workforce are said to be documented and have work permits; 20% have border passes. One of the conditions of guaranteed work in this factory is that workers are registered or have a border pass. Three fish processors stated they owed the employer 4,500 baht for registering; 200 baht was deducted from their salaries per

week. The work permit is held by the employer until the debt is repaid. The immigration police and authorities are alleged to have stated that this factory has the best record for registering migrant workers in the district.

Employer

The employer and supervisors are Thai. The foreman is reported to scold them if the work is not up to standard or if the migrants spend too much time talking, but has never sacked anyone. The workers felt that they could complain if the amount of salary was not correct or was not paid.

Problems

- Feel dizzy, have headaches, have swollen legs and lack of sleep.
- The foreman is abusive to them when they do not take care in skinning the fish.

Domestic workers in Klong Yai district

Type of work:	Domestic work
Location:	Klong Soan and Klong Yai
Average salary:	Between 1,000 and 3,000 per month
Origin of workers:	Kampot, Prey Veng and Koh Kong
Legal status:	One was documented the other two were undocumented
Ratio of married:	All single

Three domestic workers are documented below separately, since they experienced differences in conditions, salary and employers. The work conditions and salary vary, depending on the employer and the place of work. Both the female domestic workers have previously been employed in other occupations.

Domestic worker 2 previously worked in Klong Yai in a sawmill and then returned to Cambodia to help her family with rice farming. When she returned, the sawmill had closed and so she went to work in a clothes shop for six months but left this job to again return to Cambodia. On her second return her friend asked her to go and work in Koh Chang as a cleaner in a hotel; she left to return to Klong Soan where her aunt persuaded her to work in her present job as a domestic worker. Domestic worker 3 worked for one and a half months in a restaurant in Paay Yeay Kop port but, owing to constant teasing by the fishermen she left to work in her current position.

1. Male domestic worker

One male domestic worker from Koh Kong (who has since returned) worked in Klong Soan for three months. His duties included cleaning the house, cooking three times a day, cleaning the toilet, doing the laundry and washing the dog.

Salary

The employer promised to pay 1,000 baht per month but after two months he had received no salary. He supplemented his income by doing fish picking in Klong Soan and selling the fish. Eventually the employer paid him 500 baht and warned him the police would come and so he left. He worked from 5am to 10pm.

Registration

He was not documented, as he had been working for such a short time with this family.

Employer

Both the Thai husband and wife treated him badly. He was afraid of the employer, because it had been alleged that he killed one employee in a fruit orchid in Chonburi in April 2005 but paid 40,000 baht to avoid arrest. The employers forced him to re-cook food if it was not tasty; if he mislaid money the amount would be deducted from his wages. The domestic worker stated he lived like a slave.

Problems

- Health problems, such as feeling weak and dizzy.

- Long hours and lack of sleep

2. Female domestic worker from Prey Veng province

Her duties include cleaning, washing and laundry. This is a part-time position which she supplements by selling groceries with her aunt. She lives with her aunt and uncle in the Klong Chak area.

Salary

She is paid 3,000 baht per month for working part-time in this household. She receives her salary every ten days or once a month. She works from 10am to 1pm every day and is not given any holidays or days off. In one year working with this family, she has managed to save 2,000 baht.

Registration

She has re-registered but still owes her employer money for the work permit, which she is not permitted to carry.

Employer

The employer is a Thai customs officer and treats her well and has even provided her with a telephone.

Problems

No problems were reported by this domestic worker. She was satisfied with the conditions, pay and employer.

3. Female domestic worker from Kampot province

She works in Julency near Klong Yai and is a live-in domestic worker taking care of the family's one year old son as well as cleaning and drying clothes. She has worked in this present position for five and half months and has board and accommodation free of charge.

Salary

She receives 2,000 baht a month salary and works 12 hours a day from 6am to 6pm. Of this, she can save 1,500 baht. Occasionally, the family gives her 50 to 100 baht for clothes and food. When the son takes a nap she can also rest.

Registration

The employer refused to help her to register as it was felt that as she was in the house working, there was no need for her to be registered.

Employer

The employer is Thai and both husband and wife work in the Klong Soan port area. This girl praised her employers for their kind treatment but was concerned about the behaviour of the grandfather (45 years old).

Problems

- The grandfather in the household teases and sexually harasses her and repeatedly requests that she becomes his second wife and promises her jewellery. He threatened to kill her if she told anyone. She stated she wanted to leave this present position owing to this pressure and felt her security was at risk.
- She is not free to leave the house unless she takes the son for a walk.
- The son is very naughty.

Recommendations

In Klong Yai

- Addressing the gaps in assistance to Cambodian trafficked and exploited migrants is vital, as programmes and projects are limited in number and location.
- The needs and issues as outlined in this paper affecting Cambodian migrant workers in Klong Yai and other destination areas need to be addressed by various agencies. Furthermore, all agencies need to work together to guarantee that migration to Klong Yai district does not lead to trafficking, exploitation and labour violations.
- There needs to be creation of a mechanism whereby Cambodian migrants can report complaints of labour violations, trafficking and exploitation, rape and abuse in confidence without retribution, in order to prosecute employers involved.¹⁹
- Cambodian migrants require knowledge and understanding of using legal instruments to seek redress and legal rights under Thai and international law, especially Thai labour law, and to gain access to free legal services and representation, as well as free translation services during legal proceedings.
- Cambodian migrants need access to information in Khmer about registration and entitlements under this process, Thai labour law and rights to services if trafficked or exploited (under national trafficking laws and existing MOUs), irrespective of status and gender.
- Protection strategies need to be developed in the vulnerable migrant communities, especially with regard to how to report problems. A collaborative response mechanism should be put in place to assist Cambodian migrants when trafficking and exploitation violations are suspected.
- Cards including telephone numbers and names of NGO programmes or government agencies providing services need to be distributed in order that migrants can gain access to these services and information.
- Partnerships need to be formed with sex worker groups in Thailand, with victim/survivor participation encouraged, in order to form strategies to gain access to girls working in the sex industry. This could include establishing drop-in centres where girls can come for free beauty treatment, information, education and services. Also important is identifying key locations from which trafficking and exploitation-related activities are run and reporting on problems that need immediate solutions.
- Migrant support programmes should be set up by women themselves to prevent violence against female migrants, with services for those who have survived gender-based violence, e.g. educating female migrants on their rights and training other female migrants to offer support and monitor violations of trafficking, exploitation and other human and labour rights.
- Employers need to be educated about their obligations to protect the rights of workers and to adhere to national labour laws.
- Community drop-in centres need to be established, which can be a focal point for various services and information for migrants and their families, and where issues such as rights and protection of migrants can be monitored, especially in the areas of trafficking and exploitation.

In Thailand (destination areas)

- Support networks need to be established in the gap provinces of Thailand where Cambodian migrant workers are prolific, including remote areas, so that migrant workers can exercise their rights together (Samut Prakarn, Pattani, Songkhla, Bangkok, Trad, and Chonburi).
- Information needs to be provided regarding services available for victims of trafficking and exploitation in various locations in Thailand.
- There is a need to address the risks in certain sectors, such as fishing and the sex industry, where migrants are frequently trafficked and exploited. This should involve exploring specific measures and action to reduce such violations in the future.

¹⁹ Many of the recommendations in the Klong Yai section will be addressed by the LSCW Migrant Support Team in 2005/6.

- The Cambodian and Thai governments and agencies should adhere to the MOU on trafficking to prevent arrest, detention and deportation of Cambodian trafficked persons.²⁰
- There should be implementation and enforcement of existing bilateral agreements, such as MOUs (on i) trafficking and ii) employment of workers).
- Advocacy should take place through government ministries for protective regulations for Cambodian female migrants working in the sex industry in Thailand.
- Agencies, with the assistance of the Thai media, need to present positive images of migrant workers to prevent stigmatisation and discrimination.
- Government agencies, UN, international organisations and local NGOs should address the gaps identified to respond to the needs of female migrant workers and children, and work to support women, encourage participation, strengthen positions and allow them to speak up for their rights.

Cross-border issues

- New agreements and mechanisms should be formed on cross-border cooperation at both governmental and non-governmental levels between Thailand and Cambodia, particularly focusing on the Koh Kong and Trad border to assist trafficked and exploited victims in Trad province, and other transiting migrants who are vulnerable (in the areas of health, gender, labour and law). In addition, an extradition or return agreement needs to be formulated for identified victims requiring reintegration services in Koh Kong and Trad provinces similar to those already in place at the Poipet/Aranyaprathet border.
- The immigration police have regular meetings with their Thai partners and occasional meetings with the border liaison office (BLO), but these need to be expanded to address trafficking/labour migration issues. An official agreement is needed between Trad and Koh Kong on deportations.
- Immigration and border police, the judiciary and social services should be trained on the treatment of trafficked, exploited and in-crisis migrants, laws and MOUs. There should be promotion of the criminalisation of traffickers, decriminalisation of victims and prevention of the practice of deportation/viewing victims as illegal migrants. Training is also required on how to recognise possible cases of trafficking (victim identification) and the difference between smuggling and trafficking. Joint training for Cambodian and Thai law enforcers, e.g. on MOUs, trafficking/smuggling and migration, can assist collaboration.
- There should be concerted efforts to prevent corruption, bribes, extortion, harassment and violations of human rights by officials (authorities, police, military, and immigration officers), especially in the border areas and destinations. Without such efforts legal migration of Cambodian migrant workers to Thailand is severely limited.

In Koh Kong

- Services and referrals from the border at Hat Lek to the home province should be in place for all migrants and for trafficked and exploited men, women and girls, particularly those without any Cambodian ID.
- A safe and secure temporary accommodation is required for women and girls rescued or needing assistance in Koh Kong, where they can receive medical care, psychological counselling and legal advice. This should take into account the different needs of adults and children and acknowledge the agency of Cambodian women and girls in choosing whether reintegration back to families/relatives/community is in their best interests.

In Cambodia

- Legal labour recruitment organisations in Cambodia should be chosen carefully and monitored to prevent high costs to migrants, corruption and other bad practices.

²⁰ MOU between the Government of Thailand and the Government of Cambodia on Bilateral Cooperation for Eliminating Trafficking in Children and Women and Assisting Victims of Human Trafficking, signed 31 May 2003.

- The Cambodian government should be encouraged to make an integrated effort to overcome poverty and provide funds for rural development, involving participation of communities with high migration to Thailand and other destinations, both internally and cross-border.

In source provinces

- Education and information campaigns in migrating communities run by government agencies and NGOs aimed at potential migrants, especially women and children, need to be developed. The information provided should include the dangers of blind and illegal migration, the tricks of traffickers and recruiters, the problems faced in the destination by migrants, cultural differences, the living costs and working conditions, and protection strategies – such as asking more questions to the person recruiting them and travelling with known persons (which can help counteract the risk of trafficking and exploitation). Materials need to be visual or use innovative ways to disseminate information to illiterate people who are considering migrating. This could be assisted by returned migrants who have not been successful, who could be encouraged to talk about their experiences.
- Awareness-raising is required in communities to which trafficked and exploited men and women return, to prevent stigmatisation and create supportive environments.
- Support services are required for families and women left alone in the source province to prevent creating additional vulnerability (debt, financial insecurity, trafficking and exploitation).
- Skills training and employment alternatives need to be developed in key migrating communities so potential migrants can compete in the labour market and make sustainable changes to their livelihood.
- Government agencies, UN, international organisations, NGOs and government agencies in destination areas need to assist trafficked and exploited victims in obtaining holistic services and assistance in their home province.
- Cooperation is needed between government and NGOs to create opportunities for employment/utilise skills migrants have acquired, e.g. in construction, fish processing and agriculture, to assist in the development of rural areas and source provinces.