

RESEARCH STUDY

Internal Migration Patterns and Practices of Low-Skilled and Unskilled Workers in Cambodia



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Internal Migration Patterns and Practices of Low-Skilled and Unskilled Workers in Cambodia

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**Kimchhoy Phong
Federico Barreras
Javier Solá**

Executive Summary

Existing indicators point to the constant availability of unskilled and low-skilled work in Cambodia. At the same time, the number of Cambodians who have migrated to work in other countries (primarily Thailand) is widely estimated at more than 1,000,000. It would be reasonable to assume, therefore, that cross-border migration is at least partly fueled by a lack of information among potential migrants about job opportunities within Cambodia. In the absence of up-to-date research showing that job opportunities are in fact available in Cambodia, and on the communication channels used by employers to reach potential workers, this has remained an assumption.

To bridge this information gap, Open Institute collected and analyzed data from human resource managers, current internal migrant workers, and potential migrant workers who still reside in their place of origin.

The HR managers provided information on how often they conduct recruitment operations, the methods they use to do so, and the effectiveness of those methods. We also made a record of the level of technology to which they have access.

Current migrant workers with jobs inside Cambodia provided information on their reasons for migrating, how they found their first job, their employment history, and their access to the Internet. They also shared their opinions of their working and living conditions.

Potential migrants told us whether or not they were considering migrating for work. They were also asked about the information they had obtained to help them make this decision, their preferences regarding internal versus cross-border migration, their expectations regarding working and living conditions both inside and outside Cambodia, their present economic situation, and the means of communication to which they had access.

The data shows that work is available year round in the manufacturing, construction, hospitality and security sectors, with labor demand peaking in the periods following the two main national holidays. The main and most effective method used by companies to find new employees is to communicate job opportunities to existing workers, who relay this information to potential workers. HR managers are nevertheless technology savvy and are open to using electronic channels to find new workers.

Potential migrants perceive salary, employment and living conditions as good both at home and abroad, but if given the choice more than 80% would opt to stay in Cambodia to be closer to their families. Most said they would migrate only if they could work or live with or near friends and/or relatives already working in that location. Potential migrants from provinces bordering Thailand expressed more interest in working in that country than in Cambodia; those from other provinces favored working in Cambodia. In both cases the preference probably reflects a greater likelihood of being able to join family and friends already working in those locations.

Current workers were generally happy with their salaries and working conditions, and most had actively participated in providing job information to family and friends in their home villages, often while visiting home during the main festivals, but also by phone. They received information about available jobs from their employers, as well as from friends living near their place of residence or from billboards outside other companies.

An important implication of the data contained in this report is that to function effectively, a labor market requires not only the efficient dissemination of information, but also a high level of trust between current and prospective workers.

Almost half of the current workers interviewed had access to the Internet or at least to Facebook. Only half of the potential workers had their own phone.

This report's most significant conclusion is that while a clear mechanism for accessing low-skilled and unskilled employment exists in Cambodia—one based on the trust placed by potential migrants in family members and friends who are already working—this mechanism is not sufficient to meet the demand for unskilled and low-skilled labor in the country, nor does it provide work in Cambodia to all potential migrants who would prefer to work in their own country. A significant portion of cross-border migration is most probably motivated by this disconnect.

A window of opportunity exists for employment services that use technology to help increase internal migration by improving the flow of information between employers and potential workers. These services will only succeed, however, if they are able to adapt to the level of technology used by each stakeholder, and to make use of the existing trust relationships that facilitate effective employment.

Acknowledgements

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List of Abbreviations and Acronyms

ADHOC	Cambodian Human Rights and Development Association
ARCM	Asian Research Center for Migration
CLEC	Community Legal Education Center
CRUMP	Cambodian Rural Urban Migration Project
GMAC	Garment Manufacturers Association in Cambodia
HR	Human Resources
IDS	Institute of Development Studies
ILO	International Labour Organization
IOM	International Organization of Migration
MoLVT	Ministry of Labour and Vocational Training
MoP	Ministry of Planning
NEA	National Employment Agency
NIS	National Institute of Statistics
PPS	Probability Proportional to Size
RGC	Royal Government of Cambodia
SPSS	Statistical Package for the Social Sciences
SLP	Sustainable Livelihoods Progra

Internal Migration Patterns and Practices of Low-Skilled and Unskilled Workers in Cambodia¹

1 INTRODUCTION

1.1 Background of the study

Cambodia's labor force accounts for 70% of its population of approximately 15 million, with 250,000 to 300,000 new young workers entering the market each year (Tunon & Rim, 2013). When these potential workers are unable to access land for farming, cannot find or have limited access to information about jobs inside the country, or are offered more attractive wages abroad, they tend to consider leaving the country to seek work. In 2012, the average monthly earnings of paid employees in Cambodia were reported as US\$119 (MoP, NIS, & IOM, 2013). This is insufficient to sustain many families, and is therefore a likely factor in the willingness of workers to migrate. Cambodian migrant workers receive a minimum monthly wage of 9,000 baht in Thailand (US\$260), 900 ringgits in Malaysia (US\$295) (Tunon & Rim, 2013), or 860,220 won in South Korea (US\$734)². Unfortunately, these minimum wages apply only to legal migrant workers; irregular migration methods (movement to another country without authorization to work) are currently more common among Cambodian migrants seeking jobs abroad.

Irregular migration is more convenient, faster, and cheaper than legal recruitment; the process takes less time for workers because they are not required to produce as many documents or complete complicated recruitment procedures. However, moving to another country illegally leaves migrants far more vulnerable to an array of problems. Some are subject to abuse and exploitation, including sexual and physical harassment, or become indebted to their employers and work under threat of punishment from local people, including authorities. Migrants in such situations are unable to protect themselves because they lack access to legal assistance. A study conducted by ADHOC in 2012 analyzed 141 complaints it had received from Cambodian migrant workers during the first four months of the year. ADHOC found that the most common challenges faced by migrants (both legal and illegal) included forced overwork, little or no rest time, untreated illness, torture, severe physical assault, underpayment, threats,

¹ This report was made possible thanks to the generous support of the American people through the United States Agency for International Development (USAID). The content of the report does not necessarily reflect the views of USAID or the United States government.

² <http://www.moel.go.kr/english/pas/pasMajor.jsp>

jailing, being forced to continue working illegally, and denial of contact with their families. There are now estimated to be more than 1 million Cambodian migrant workers living in Thailand alone. Solid data is lacking, but approximately 200,000 illegal migrants were thought to have been deported by Thailand in 2014³.

One way to tackle this issue would be to create decent domestic employment opportunities and improve information/communication channels so that employers are better able to inform potential unskilled and low-skilled workers about job opportunities. To this end, the Royal Government of Cambodia (RGC) has developed the Rectangular Strategy Phase III, which should help to improve communication channels, and which attempts to promote economic growth and reduce poverty by fostering a domestic labor market. In 2009, the RGC established the National Employment Agency (NEA) to provide employment and labor market services within the country. The NEA plays a very important role in promoting the effectiveness of the labor market, enhancing participation within this market, reducing unemployment, and boosting growth and opportunity, with the ultimate aim of helping to reduce poverty⁴. According to NEA's labor bulletin⁵, from March 2010 to May 2015 some 3,633 job seekers registered with the agency to find jobs in the garment sector, in which there were 102,546 job vacancies. It also reported that 1,747 people registered to find jobs in the hospitality sector, in which there were 16,643 vacancies. A study conducted by the International Labour Organization (ILO) in 2012 surveyed 500 business establishments in six sectors (including garments, construction and hospitality) and found that there were more than 17,500 vacancies (14% of the establishments' total employment requirements). Vacancies in elementary positions were considered hard to fill in 75% of cases. Two-thirds of the establishments stated that recruitment problems delayed the development of new products, 52% said such problems resulted in increased workloads for existing staff, and 43% said the problems had caused them to lose business to competitors. This indicates that was many jobs available for unskilled and low-skilled workers in the garment, hospitality, and tourism sectors, a fact that needs to be validated for the present date.

1.2 Research Problems/Significance

The main problem examined in this study is the disconnect between the national demand for unskilled or low-skilled employment and the supply of potential workers who could cover those positions. In Cambodia, the supply of both skilled and (mainly)

³<http://www.voacambodia.com/content/high-number-of-migrant-workers-create-political-economic-challenges/2667562.html> 200,000 workers crossed the border to Cambodia, but not all of them were officially deported, many returned in fear of being deported.

⁴http://www.nea.gov.kh/nweb/en/home_page/home/aboutnea

⁵Labor bulletin of year 5, number 46, published in June 2015.

unskilled workers has not been sufficient to cover the notable growth in demand for labor (Bruni, Luch, & Kuoch, 2012).

A correlation might exist between the lack of information about available jobs in Cambodia and the number of workers who seek employment abroad, but the high number of cross-border migrants might also be related to other factors, such as the level of trust in prospective employers, or the expectations of potential migrants. Other possible factors are not discarded.

Cross-border migration leads to a much higher risk of a worker being driven into an employment situation that could clearly be considered human trafficking, and of very difficult employment conditions that do not correspond to the description provided at the time of recruitment. *“Migrants working abroad report continuing difficulties, such as non-payment and underpayment of wages, substitution of contracts, harassment by government authorities, long work hours, confinement to the workplace, physical violence, sexual abuse, and problems of communications due to differences in language and culture. Those who enter through irregular channels or lose their legal status in foreign countries are vulnerable to exploitation. Some are cheated, robbed and killed. Many become victims of trafficking for forced labor and sex work.”* (Morris, 2007)

An increase in internal mobility would not only reduce the risk of human trafficking, but also benefit the Cambodian economy and aid national development by making more workers available to meet the demand for unskilled and low-skilled labor.

Tunon & Rim (2013) note that: “Cambodians should be able to migrate safely and undertake decent work in the country of destination, and they should be able to find decent work upon their return to Cambodia. Significant attention has been paid to the former and less to the latter.”

Job seekers who are undereducated and reside in rural areas encounter many difficulties in accessing announcements of job opportunities offered by Cambodian employers and vice versa.

Empirical studies have examined the scale and extent, but rarely the systematic functionality or meaning, of labor migration in Cambodia. The latter approach is especially relevant to the country, however. Although the multi-scalar social implications of the country's economic development (Springer 2011, 2013a; Simone 2008) and the political-economic processes related to evictions and resettlement (Springer 2013b; Brickell 2014; Connell and Connell 2014) have received in-depth attention, only a handful of academic studies have emerged on internal migration as a process (e.g., Bylander 2014, 2015; Lim 2007; Maltoni 2006). Fewer still have explored the resulting broad social changes (e.g. Hughes 2001; Derks 2008; Parsons Lawreniuk and Pilgrim 2014). There have been no in-depth studies on the unskilled and low-skilled

labor markets in Cambodia, the mechanisms of internal migration, or the knowledge and attitudes of potential internal migrants. Such information is sorely needed as a basis on which to propose evidence-based solutions that will realistically help Cambodian workers find jobs in their own country and reduce their vulnerability to trafficking by staying closer to their families. It would also be useful to governmental and non-governmental agencies working on this issue in Cambodia.

1.3 Research Objectives

To propose solutions to reduce the disconnect between the demand within the country for unskilled and low-skilled employment and the supply of potential workers one must first have an understanding of:

- The recruitment mechanisms used by companies in the target sectors;
- Unskilled and low-skilled workers' internal migration paths; and
- Potential migrants' knowledge about and attitudes toward migration, as well as their level of access to various communication channels that might be used to learn about employment opportunities inside the country.

On this basis, the goal of this study is therefore to fill the existing gap in the information needed to match providers of employment within Cambodia with low-skilled and unskilled workers.

To achieve this goal the following specific objectives must be fulfilled:

- i. To understand the hiring processes of Cambodian employers of unskilled and low-skilled workers in the targeted sectors and assess their interest in using simple and innovative technology-based mechanisms to attract domestic migrants.
- ii. To understand internal migration paths and practices, as well as workers' motivations for choosing internal (vs. cross-border) migration, for working in a particular sector, for changing sector, and for changing companies inside a sector; to identify the factors that might make a given job desirable; and to learn about workers' employment expectations for the future.
- iii. To gauge the knowledge and attitudes of potential migrants (pre-migration); to understand what migrants know about and expect from a job, what they fear, whom they trust, and other factors that might affect their decision to migrate; and to identify the reasons for choosing to migrate internally or across a border.
- iv. To identify the communication channels through which unskilled and low-skilled workers seeking employment might access employment information.

1.4 Micro-Hypotheses

These micro-hypotheses were developed based on the results of the qualitative study in the first stage of this project.

For Human Resources Managers

1. The most common method human resources (HR) managers use to find unskilled or low-skilled employees is to ask existing employees to find them.
2. HR managers would use technology-based recruitment services if available; the preferred device for accessing these services would be a smartphone.
3. There is a relationship between the time of year and the likelihood of an establishment hiring a recruitment agency. Furthermore, employers use such agencies to recruit low-skilled or unskilled personnel when all other methods fail.
4. In all four target sectors, demand for low-skilled and unskilled employees increases after Khmer New Year and during the rainy season.

For Current Workers

1. Workers share employment information with friends and family in their villages, and help them find work. They tend to share information on jobs available in their sector and/or location.
2. There is a positive correlation between years of experience as a migrant and the number of people a migrant has helped to get a job.
3. There is already a critical mass of workers in the target sectors who use smartphones and have Facebook accounts, making the use of Facebook as a tool to find unskilled and low-skilled workers a realistic option.
4. Migrants armed with job information before traveling are less vulnerable to trafficking than migrants who don't (including cross-border migrants).

For Potential Migrants

1. A significant number of potential workers do not have access to accurate employment information; new channels need to be developed to reach them.
2. There is a relationship between location of residence (proximity to the Thai border vs. living elsewhere in Cambodia) and a worker's decision on whether to migrate internally or externally.

1.5 Limitations and Challenges of the Study

The study was conducted on the following sectors: manufacturing (garment, footwear, apparel); hospitality (hotels, guesthouses, restaurants); construction; and security. The

results of the study cannot be generalized to other sectors. The sample size of this study was statistically significant for the scope of the project but not at the national level. It is recommended that a larger sample size be used in further studies of internal migration in Cambodia.

Most lists of business establishments by sector in Cambodia are not up to date, making it necessary for our data-collection team to compile lists from various reliable sources. The team found it very difficult to contact establishments and gain permission to conduct interviews, which also necessitated keeping track of and following up interviewees by making direct calls and submitting formal letters.

2 MEANS AND METHODS

The Open Institute first conducted a qualitative study on “Internal Migration of Unskilled and Low-Skilled Work in Cambodia” to gain a preliminary understanding of the structure of the main sectors that absorb domestic migration, the current hiring processes of employers, and internal migration paths and practices. This first stage was used to define the micro-hypotheses that would be tested by the present quantitative study.

Based on the information gathered in stage 1 and the defined micro-hypotheses, the team developed surveys with clear and systematic questionnaires to gather quantitative information from employers, migrant workers, and potential migrants.

2.1 Study Population

Most Cambodian workers have low-skill jobs, mainly in agriculture but also in the country's other growing sectors: garments, construction, and tourism (hospitality) (D'Amico, 2009). Professional security guard companies have also emerged as an important source of employment for unskilled workers.

This quantitative study targeted three populations: a) HR managers (*in this study, HR managers and other company representatives in charge of finding or selecting new employees are collectively referred to as “HR managers”*) of companies or factories within the garment, hospitality, construction, and security sectors; b) workers currently employed in these sectors; and c) potential migrants living in rural villages.

The study focused on these four sectors because they provide most of the non-agricultural job vacancies for low-skilled and unskilled workers. The manufacturing sector is the most complex in terms of variety of businesses, followed by hospitality, construction, and security. Far from being an assumption, this is consistent with the findings of previous reports.

First Target Population

Phnom Penh, the Cambodian capital, forms the heart of the national economy with a concentration of commercial interests including garment, hospitality, trading, and other enterprises. Siem Reap and Preah Sihanouk provinces are home to the country's major tourist destinations.

The qualitative results obtained in stage 1 showed Phnom Penh, Siem Reap, Preah Sihanouk and Svay Rieng to be the main bases for business establishments in the four target sectors. Therefore, HR managers currently working in these locations were considered the first target population of this quantitative study.

Second Type of Population

Workers who had migrated from their villages at least three months prior to being interviewed, and who were employed in one of the target sectors and destinations, comprised the second target population for the study.

Third Type of Population

Potential migrants who had never had a job outside their village and still resided at their place of origin were identified using five indicators (level of education, income, having a job near their village, whether they had an IDPoor card (which identifies them as being poor), and whether they had any debt). It was necessary to evaluate the knowledge and attitudes of potential migrants in two different zones. These zones needed to include provinces from which workers migrate mostly to Phnom Penh (according to the CRUMP report, the provinces of origin for the two largest groups of migrant workers to the capital were Kampong Cham and Prey Veng, respectively) and provinces from which workers migrate mostly to Thailand (Battambang and Banteay Meanchey, according to the same source).

2.2 Sample Size

First Type of Population

In order to develop the list frames for randomization, the research team made an effort to compile lists of establishments in the four target sectors from various sources such as the Garment Manufacturers Association in Cambodia (GMAC), the Cambodia Yellow Pages directory, the National Institute of Statistics, and relevant business associations. In total, there were over 20,000 establishments in the four target sectors. The target establishments in this study each employ at least five workers. A total of 250 samples were drawn randomly and proportionally by sector from among these 20,000-plus establishments. This sample size provides a confidence interval of 6.16, achieving a 95% confidence level.

Second Type of Population

According to the ILO's "Cambodia Labour Force and Child Labour 2012 Survey," there were 614,540 garment workers, 487,077 construction workers, and 325,249 accommodation and food workers. The number of security guards working in Cambodia is estimated at over 50,000. In the four target sectors, there are more than 1,400,000 workers in total, working for registered companies across Cambodia. Given this total number, a sample of 300 respondents was proportionally taken in relation to the size of each sector provides a confidence interval of 5.7. In the present study, current workers are defined as workers between the ages of 15 and 45 who are currently employed in

one of the target sectors and who had migrated from their village at least three months prior. Current workers in the garment sector were not those currently employed by the randomized factories (getting permission from the randomized employers to interview workers was not easy), but those living near these factories (in the target locations).

Third Type of Population

According to the final report on the “Cambodia Inter-Censal Population Survey 2013 (NIS)” the population between the ages of 15 and 45 numbered approximately 6,500,000. The actual number of migrants who leave their villages and find low-skilled or unskilled jobs is surely lower than this; in this study, potential migrants are defined as villagers between the ages of 15 and 45 who, in three months prior to being interviewed, had not left their village to find a job. Potential migrants were defined according to five indicators: level of education, income, existence of job vacancies near the village, possession of an ID poor card, and existence of debt. The sample size of potential migrants was 240. Given a population of 6,500,000, the confidence interval was 6.3.

2.3 Sampling

First Type of Population

Using the list frame of over 20,000 establishments in the four target sectors, 250 samples were drawn proportionally from the four sectors and then proportionally by province. The rest of the establishments were kept as reserve establishments. These 250 samples were randomized, regardless of size (only those with at least five employees were included). At each establishment, the HR manager or another employer representative was interviewed.

Table 1: Target Number of Establishments by Sector and Province

Sector	Sub-sector	Province				TOTAL
		Phnom Penh	Siem Reap	Preah Sihanouk	Svay Rieng	
Manufacturing	---	42	---	17	10	69
Hospitality	Hotel & Guesthouse	25	20	13	---	58
	Restaurant	34	15	10	---	59
Construction	---	22	8	5	---	35
Security	---	18	6	5	---	29
TOTAL		141	45	50	10	250

Second Type of Population

Some 315 workers were drawn proportionally based on the total number of workers in the four target sectors. The proportion of workers in each sector by province was then calculated based on the total number of establishments in each sector in each province.

These 315 workers were purposively selected from these 250 establishments, with the criteria defined by the research team.

Table 2: Target Number of Current Workers by Sector and Province

Sector	Sub-sector	Province				TOTAL
		Phnom Penh	Siem Reap	Preah Sihanouk	Svay Rieng	
Manufacturing	---	100	---	25	25	150
Hospitality	Hotel & Guesthouse	10	10	10	---	30
	Restaurant	20	5	5	---	40
Construction	---	40	10	15	---	65
Security	---	25	10	5	---	40
TOTAL		195	35	60	25	315

Third Type of Population

Multistage sampling using the Probability Proportional to Size (PPS) method was used to select a representative sample of workers aged 15 to 45 in households.

Four provinces were selected purposively, as they matched the criteria. A total of 24 rural villages were selected from across these four reap provinces. From each village, 10 potential migrants were identified and interviewed.

The cumulative population was divided by the number of villages in the provinces to generate the sampling interval. A random number between one and the sampling number was selected using the Excel random number function (RAND). The first village was the village in which this random number lay. Subsequent villages were identified by adding the sampling interval to the previous random number.

Systematic sampling was used to identify households. The interval of household for sampling was three (every third household was selected). At the village level, purposive sampling was applied in data collection to choose the respondents. Interviewers visited the households and interviewed the persons they met, screening out those respondents who did not meet the criteria.

Table 3: Target Number of Potential Migrants by Province

Province				TOTAL
Banteay Meanchey	Battambang	Kampong Cham	Prey Veng	
40	60	80	60	240

2.4 Questionnaires

Three questionnaires were developed separately for HR managers, current workers, and potential migrants.

The questionnaire for HR managers was designed to include the following topics:

- Demographic information
- Hiring process
- Technology and communication

The questionnaire for current workers was designed to include the following topics:

- Demographic information
- Life before first internal migration
- First experience as internal migrant (inside Cambodia)
- Work path from first job to current job (inside Cambodia)
- Migrant worker as intermediary and job seeker
- Mass media and communication

The questionnaires for HR managers and current workers were developed based on the information received from the qualitative results in stage 1.

The questionnaire for potential migrants was designed to include the following topics:

- Demographic information
- Knowledge of and attitude toward job information
- Use of mass media and communication

2.5 Data Collection

Data was obtained in face-to-face verbal interviews based on a standardized form. Interviewers read each question to the respondent and recorded the answer. Data was recorded using tablets and an electronic questionnaire (implemented using the Open Data Kit).

Fieldwork was done by three separate data-collection teams. Two teams worked with HR managers (one supervisor and six data collectors on each team). The other team conducted fieldwork with potential migrants. In total, three supervisors and 18 data collectors were recruited and trained by researchers at Open Institute to perform these tasks.

Data collection from HR managers was conducted over a period of one-and-a-half months, from June 15 to July 31, 2016. Data collection from potential migrants was conducted over two weeks from July 12-28, 2016.



The research team made every effort to contact the establishments in order to get permission to interview their HR managers. However, we were ultimately able to do so at 95.6% of our 250 target establishments.

Table 4: Number of Successful Interviews With HR Managers by Sector and Province

Sector	Sub-sector	Province				TOTAL
		Phnom Penh	Siem Reap	Preah Sihanouk	Svay Rieng	
Manufacturing	---	42	---	17	10	69
Hospitality	Hotel & Guesthouse	18	20	13	---	51
	Restaurant	34	15	10	---	59
Construction	---	22	4	5	---	31
Security	---	18	6	5	---	29
TOTAL		134	45	50	10	239



With the benefit of the experience of convincing HR managers to permit research teams to interview their workers for the qualitative study in stage 1, a response rate of over 100% was achieved for general current workers. By sector, the research teams achieved response rates of over 100% in some sectors and over 90% in others. The rate was below 100% in some areas because of the workers' limited availability.

Table 5: Number of Successful Interviews with Current Workers by Sector and Province

Sector	Sub-sector	Province				TOTAL
		Phnom Penh	Siem Reap	Preah Sihanouk	Svay Rieng	
Manufacturing		101	---	25	25	151
Hospitality	Hotel & Guesthouse	8	11	17	---	80
	Restaurant	20	2	6	---	49
Construction	---	41	5	16	---	15
Security	---	27	10	5	---	42
TOTAL		197	28	69	25	319



Traveling to villages and identifying potential migrants was not as challenging as contacting HR managers and obtaining their consent to be interviewed them and permission to interview their workers. Data collection from potential migrants went as planned.

Table 6: Number of Successful Interviews with Potential Migrants by Province

Province				TOTAL
Banteay Meanchey	Battambang	Kampong Cham	Prey Veng	
41	60	80	61	242

2.6 Data Management and Analysis

Data collection was done using tablets and the Open Data Kit software. Completed forms were checked by the supervisors before being synchronized with the Open Institute's server. The consistency checks and constraints imposed by the tablet questionnaire itself, together with the supervisors' pre-synchronization checks, guaranteed the accuracy and validity of the data.

The OpenOffice 4 spreadsheet and IBM SPSS Statistics 20 program were used to analyze the data. Descriptive analysis was used to calculate the frequencies of the key variables. Chi-square and correlation were used to show the association between variables for hypothesis testing.

2.7 Research Ethics

All interviewers and fieldwork team members were trained in ethical data-collection methods, including confidentiality and anonymity. All selected respondents were informed about the study and asked for their consent to participate in it. Respondents were able to skip questions or withdraw from the study at any time. No identifying information from respondents was used in the analysis. All completed forms were stored on Open Institute's server. Only those staff members responsible for data analysis had access to the data.

3 RESULTS

3.1 Information from HR Managers

Constant availability of low-skilled and unskilled work was confirmed by two-thirds of the participating companies, which reported that they often have difficulty finding low-skilled and unskilled workers (we were unable to obtain precise details of the number of workers they needed or how long it takes for them to find them).

Table 7: Frequency with Which Employers Have Difficulty Finding Workers by Sector

	Manufacturing	Hospitality	Construction	Security	All Establishments
Always	2.7%	18.2%	16.7%	28.6%	15.7%
Frequently	27%	27.3%	5.6%	14.3%	22.9%
Rarely	51.4%	36.4%	38.9%	23.8%	38.6%
When need is urgent	19%	16.9%	38.9%	33.3%	22.2%
Other	0%	1.3%	0%	0%	0.7%

Seasonality of low-skilled and unskilled work was also established, with over half (54.9%) of the establishments indicating that every year they have difficulty recruiting workers in October (after the Pchum Ben festival) and in April (after the Khmer New Year). A third of them also identified September, November, and December as difficult months. Most workers take leave to visit their hometowns and villages during the Khmer New Year and Pchum Ben holidays; a number of them stay and do not go back to work. These holidays are a crucial time for exchanging information about job opportunities, a process that often leads to new first-time workers joining the employment market. Those who stay home often work in agriculture during the planting and harvesting seasons, after which they often search for jobs in the sectors that employed them earlier.

Direct communication with existing employees was confirmed by almost all companies as their preferred method of finding new workers, considering this method to be the most effective and least expensive. Advertising away from the factory and relying on intermediaries were used by some, but were not considered as effective.

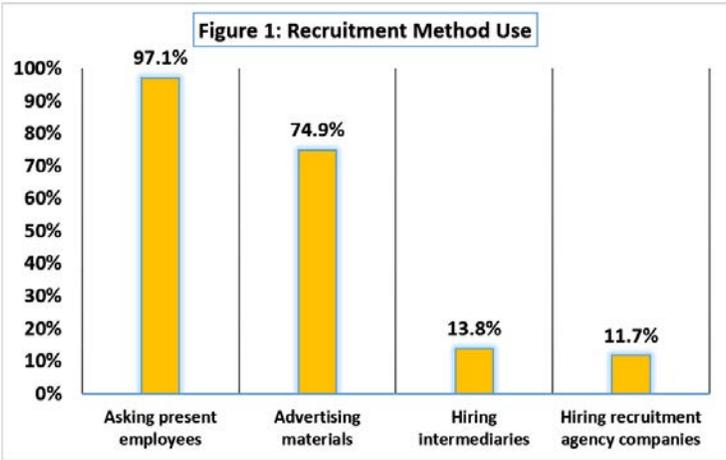


Table 8: Recruitment Methods, with Frequency and Effectiveness of Use, by Sector

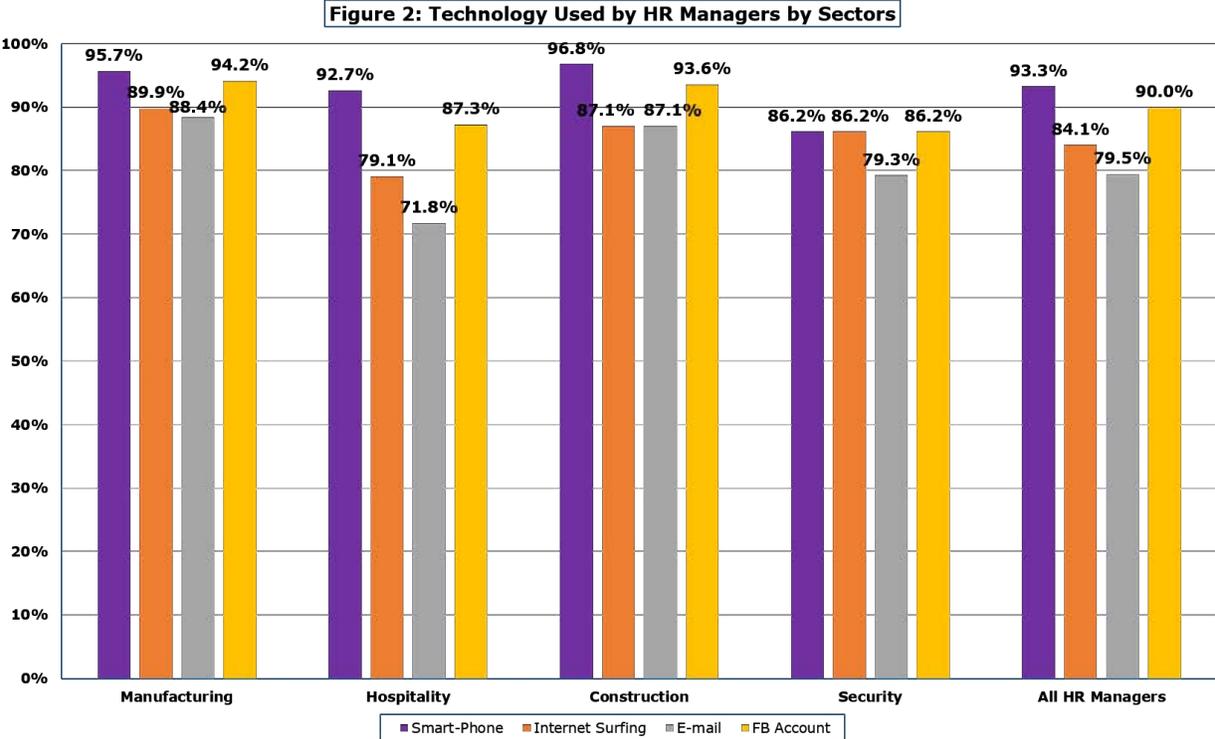
		Sectors				All	
		Manufacturing	Hospitality	Construction	Security		
1. Asking Present Employees	Primary method		97.1%	96.4%	100%	96.6%	97.1%
	Frequency of use	Always	77.6%	67.9%	96.8%	85.7%	76.7%
		Frequently	13.4%	14.2%	3.2%	10.7%	12.1%
		Rarely	6%	11.3%	0%	0%	6.9%
		When need is urgent	3%	6.6%	0%	3.6%	4.3%
	Effectiveness	Effective	52.2%	34%	83.9%	46.4%	47.4%
		Moderately effective	38.8%	51.9%	12.9%	42.9%	41.8%
Not very effective		9%	12.3%	3.2%	10.7%	9.9%	
Ineffective		0%	1.9%	0%	0%	0.9%	
2. Advertising Materials	Second-choice method		92.8%	75.5%	25.8%	82.8%	74.9%
	Frequency of use	Always	31.3%	48.2%	37.5%	54.2%	42.5%
		Frequently	25%	16.9%	0%	12.5%	18.4%
		Rarely	28.1%	26.5%	37.5%	25%	27.4%
		When need workers urgently	15.6%	8.4%	25%	8.3%	11.7%
	Effectiveness	Effective	28.1%	15.7%	0%	8.3%	18.4%
		Moderately effective	45.3%	38.6%	25%	41.7%	40.8%
Not very effective		26.6%	38.6%	62.5%	45.8%	36.3%	
Ineffective		0%	7.2%	12.5%	4.2%	4.5%	
3. Hiring Intermediaries	Third-choice method		7.3%	12.7%	9.7%	37.9%	13.8%
	Frequency of use	Always	0%	7.1%	0%	45.5%	18.2%
		Frequently	0%	21.4%	66.7%	9.1%	18.2%
		Rarely	60%	42.9%	33.3%	27.3%	39.4%
		When need workers urgently	40%	25%	0%	18.2%	24.2%
	Effectiveness	Effective	40%	21.4%	33.3%	18.2%	24.2%
		Moderately effective	20%	28.6%	0%	63.6%	36.4%
Not very effective		40%	42.9%	33.3%	18.2%	33.3%	
Ineffective		0%	7.1%	33.3%	0%	6.1%	
4. Hiring Recruitment	Fourth-choice method		0%	18.2%	3.2%	24.1%	11.7%
	Frequency of use	Always	---	25%	0%	71.4%	35.7%
		Frequently	---	20%	100%	0%	17.9%
		Rarely	---	35%	0%	14.3%	28.6%
		When need workers urgently	---	20%	0%	14.3%	17.9%
	Effectiveness	Effective	---	10%	0%	28.6%	14.3%
		Moderately effective	---	40%	0%	42.9%	39.3%
Not very effective		---	45%	0%	14.3%	35.7%	
Ineffective		---	5%	100%	14.3%	10.7%	

Most jobs required employees to bring their National ID, to confirm identity and age. Many employers also required a second personal document (family book, birth certificate, etc.) to confirm the information, due to the low document security in the country.

The study confirms National Employment Agency data (NEA, 2015) showing that at least two-thirds of companies in the sectors of manufacturing, construction, hospitality, and security are owned by Cambodian citizens, and that a significant number of establishments are owned by Chinese speakers. The data and the

experience of the data-collection teams confirmed that Khmer, English and Chinese are the most useful languages for communicating with company managers.

Almost all HR managers, with some variation depending on the sector, had smartphones, used the Internet, and had Facebook accounts. They showed an interest in using ICT-based employment services for recruitment purposes, and stated that they would use them if it did not involve paying fees.



3.2 Information on Current Workers

In agreement with data from the Ministry of Planning (MoP, 2012), the province that provides the most low-skilled and unskilled internal migrants is Kampot, followed by Prey Veng, Kampong Cham, Svay Rieng, Kampong Thom, Takeo, Kandal, and Siem Reap. Only one quarter of these workers had completed a basic education (through grade 9).

The top four destination provinces of first-time internal migrants were Phnom Penh, Preah Sihanouk, Siem Reap, and Svay Rieng, with Phnom Penh accounting for two-thirds of the participants. The largest group of participants worked in the manufacturing sector (43.6%) for their first job as internal migrants, followed by construction (19.1%), hospitality (15.4%), security (6.6%), and agriculture (2.5%). Type of first job as an internal migrant was influenced by gender, with manufacturing favored by women, construction by men.

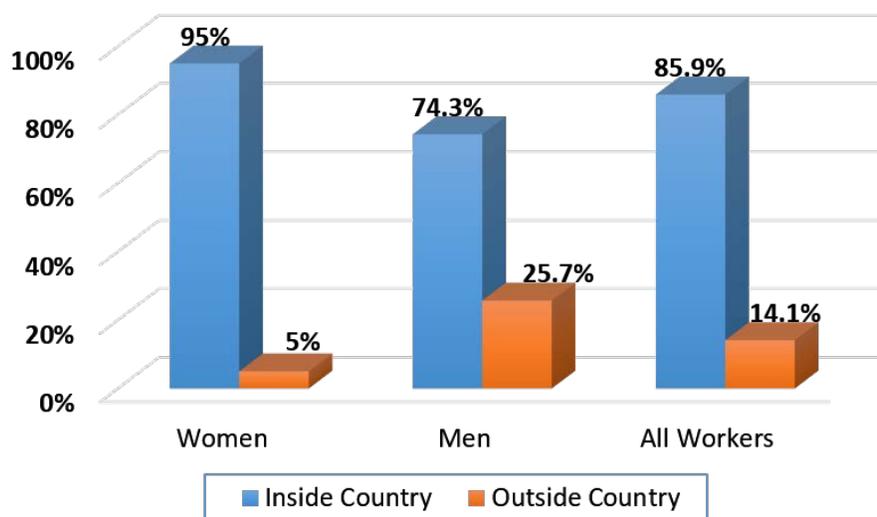
Table 9: Type of First Job as Internal Migrant by Gender

Type of First Job as Internal Migrant	Women	Men	All first-time internal migrants
Garment, footwear and apparel	69%	10.7%	43.6%
Construction	4.5%	37.9%	19.1%
Hospitality	14%	17.1%	15.4%
Security	1.1%	15.6%	6.6%
Agriculture	2.8%	2.1%	2.5%
Domestic work	2.2%	2.1%	2.2%
Other manufacturing	2.2%	0.7%	1.6%
Transportation	---	3.6%	1.6%
Handicraft and carpentry	---	2.1%	0.9%

Before migrating, almost 20% were still studying, and around 60% were either farming or helping a family business. The rest were either working locally or looking for local work. Those who were not students had interrupted their studies an average of four-and-a-half years before they migrated.

The study found that the first work destination of most respondents had been inside the country; only 14.1% had first worked outside the country.

Figure 3: The Destination of First Migration by Gender

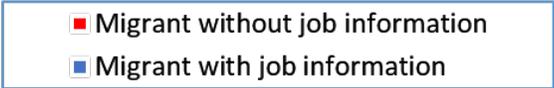
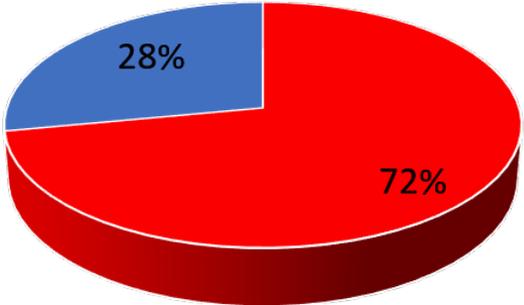


Almost all of those whose first migration had been abroad had gone to Thailand, with the first migration lasting an average of three years. They had mostly received information about jobs from family, friends and neighbors, with only 16% having received information from brokers. Most had received the information in face-to-face conversations. The main reasons for migrating outside were having relatives/friends who were living there and earning higher salaries. When traveling abroad, 9% traveled

with people they did not know or traveled alone. The main reasons for returning to Cambodia were bad living or working conditions, or homesickness.

Those who had migrated inside the country declared that the main reasons were personal security and wanting to remain close to family and friends. They had received information about jobs mostly from relatives, but also from friends and neighbors. Most of this communication had been through face-to-face conversations, and sometimes on the phone. Only 6% had traveled in search of a job without advance information, and only 7% moved to a place where they did not know anybody. Of those traveling to their first job, 25% had done so with people they did not know, and 10% had traveled alone.

Figure 4: Internal Migrants Who Travelled Unsafe



For most jobs (84%), migrant workers were required to present personal documents.

On average, workers stayed in their first job for two years, with women staying longer, over two-and-a-half years on average. Only 40% of migrant workers stated that they had to learn a skill for their first job, with an average of 18 days of training needed to reach a position where they could earn a stable salary.

Figure 5: Years Worked in First Employment

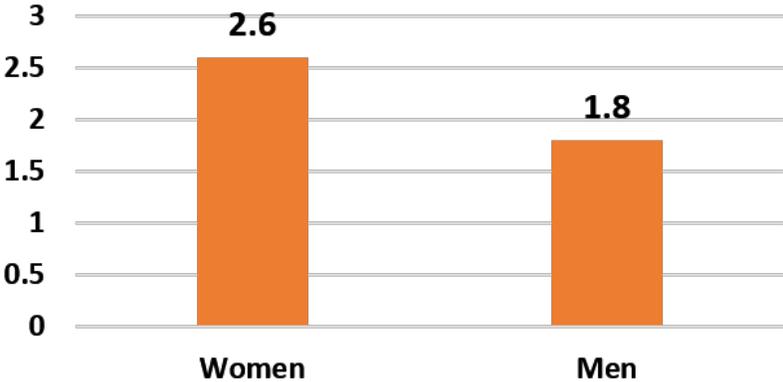
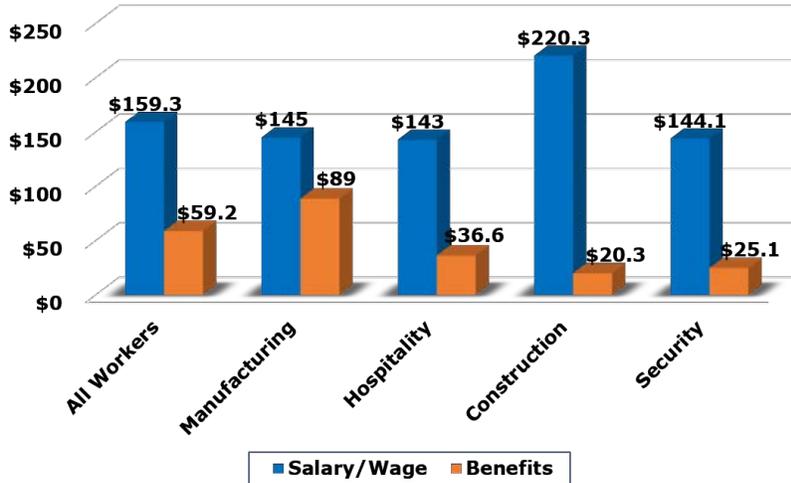


Figure 6: Average Salary/Wage and Benefits

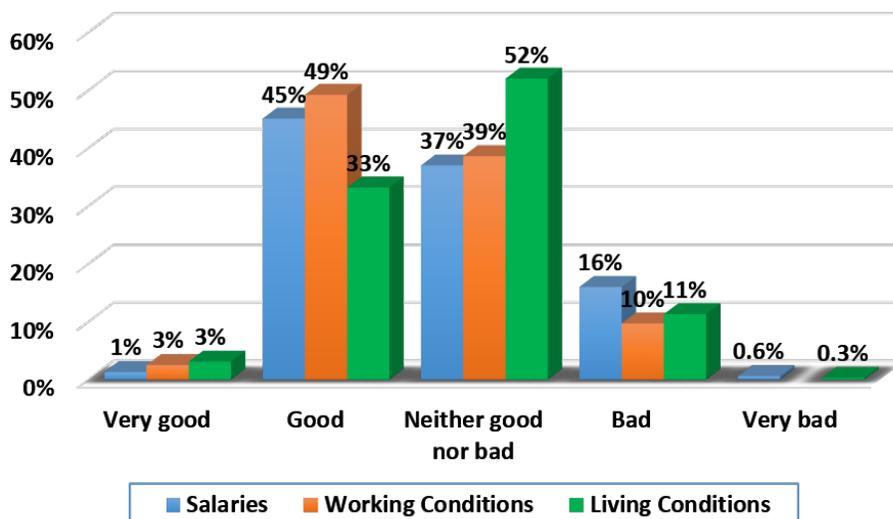


The average monthly salary was \$218. While construction workers received the largest salaries, manufacturing workers received more benefits, resulting in similar total income. Hospitality salaries were lower, but this sector had the highest level of satisfaction regarding salaries, benefits and work conditions. Men received larger salaries than women, but women received more benefits, resulting in similar total income.

Almost three out of four workers said their working and living conditions met or exceeded their expectations, while only two out of three said the same of their salaries. Salary was the most important factor in job selection, but the position itself was also important to at least half of the participants.

While 17% of the worker's perceived their salaries to be bad or very bad, only 10% thought that their work conditions were be bad or very bad. About living conditions, only 12% thought that they were bad or very bad. Unhappiness about salaries was higher in Manufacturing, while working condition were considered worst in the Security sector. Living conditions were perceived to be worst by Security and Construction workers.

Figure 7: Perception of Salaries, Working and Living Conditions



Two out of every three workers had advised relatives and friends about work opportunities, and helped them to get a job. In most cases they had communicated these opportunities face to face, but more than half had also used the phone. Almost all of these had communicated information about jobs available in their workplace; two-thirds of them had also communicated about jobs available near where they worked, which would allow the friend or relative to come and live with them.

TV was watched by 41% of the workers daily or weekly, but only 24% listened to the radio daily or weekly. Almost all workers had a phone, but only half of them had a smartphone. Most of those who had smartphones used Facebook (45% of all workers). They were less familiar with the idea and practice of navigating the Internet or doing searches; only 22% reported having done so.

Facebook use varied widely by sector: While two-thirds of hospitality workers used the social media platform, only one-third of construction and security workers did. Use by manufacturing workers was slightly below average at 44%.

Table 10: Technologies Used by Participants

	Sectors				All Workers
	Manufacturing	Hospitality	Construction	Security	
Phone	89.4%	92.2%	87.1%	88.1%	89.3%
Smart-phone	49%	60.9%	41.9%	35.7%	48.3%
FB account	43.7%	64.1%	33.9%	35.7%	44.8%
Surfing Internet	14.6%	45.3%	12.9%	31%	22.6%

3.3 Information on Potential Migrants

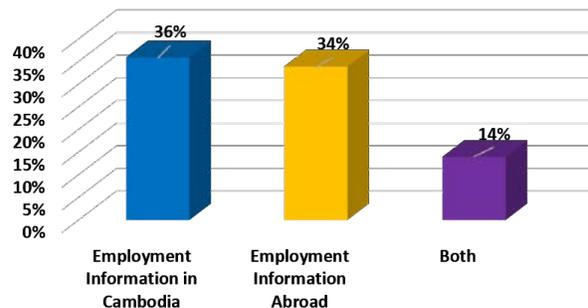
Potential migrants were defined by education and income level, but also by having a job near their village, an ID poor card (28%), and being in debt. Some 79% of them had not completed lower secondary school and 7% had never received any formal education. These potential migrants earned an average of \$25 per month (net income). Considered individually and based solely on this personal salary level, these potential migrants lived in extreme poverty, earning less than a dollar a day. Furthermore, 59% of total potential migrants had more than \$10 in personal debt (not family debt). In practice most were part of a nuclear family that could produce its own food to supplement cash income. They were mostly farmers, housewives or students.

Some 81% of the potential migrants claimed that there were no jobs available close enough to their village that they could return home to sleep. It seemed certain that sooner or later these potential migrants would leave their villages, as they were struggling to survive. Though they received support from their immediate families or other relatives, they were independent and would not receive this kind of support for much longer.

The findings show a correlation between levels of education and income, validating the idea that education is a means to higher income, more stable employment, and better working conditions (Fields, 1980).

Three out of every four potential migrants had at some point considered migrating for work. The main reasons the remainder had not considered it were the need to take care of family members, and fear of being trafficked. Only one-third of those who had considered migrating had actually asked family, friends, or neighbors about job opportunities; half of them had asked about both national and international employment opportunities. The biggest portion of this communication happened in person, but a significant amount occurred by phone.

Figure 9: Potential Migrants Who Asked Somebody for Employment Information



Potential migrants' perceptions of salaries and work conditions in Cambodia were surprisingly good, with only 15% considering salaries to be bad or very bad, and 11% thinking that working conditions would be bad or very bad. Perceptions of housing conditions were somewhat less favorable, with 22% of them considering that they were bad or very bad. Perceptions of work outside the country were even better, with only 5% believing that salaries were bad or very bad, and 11% believing work conditions were bad. In contrast, living conditions were rated as slightly worse abroad than in Cambodia (25% rating them bad or very bad).

Figure 10: Perception on Salaries

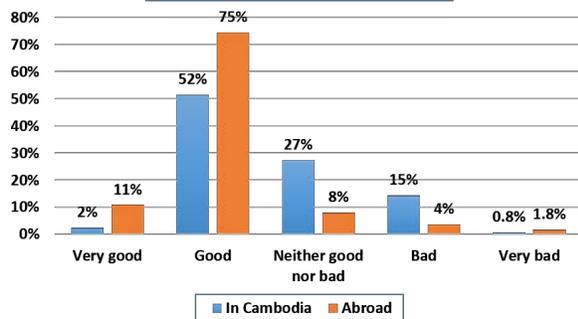


Figure 11: Perception on Working Conditions

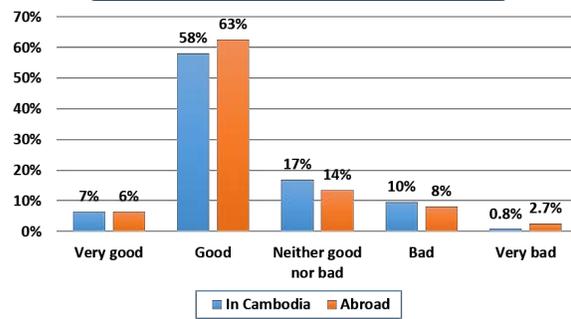
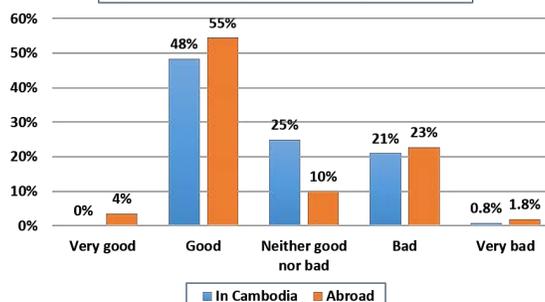
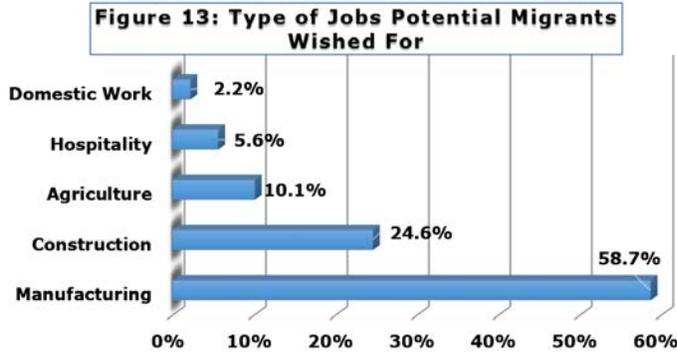


Figure 12: Perception on Living Conditions



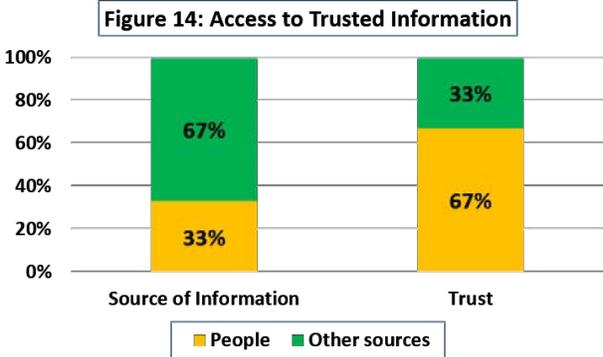
Over half of the potential migrants considered manufacturing to be the most desirable



sector to work in, followed by construction (half as desirable) and agriculture. Even for men, manufacturing was the more desirable sector, though less so than for women. About one-third claimed that they had already acquired the necessary skills for the job they desired.

Some 66.7% of potential migrants had heard about job opportunities through the radio, 64.2% through TV, 7.5% through Facebook, and 4.5% through other media (such as leaflets/flyers, newspapers, and websites). Relatives were the source of job information that participants trusted the most (88%). Some 26% said they trusted information from friends, 8.5% from neighbors, and 5.1% from local authorities. Of participants who had thought of leaving their village to find low-skilled or unskilled jobs, 90% said they would consider leaving the village if they learned of a job offer through relatives or friends. The most desirable option was to work in the same place as relatives or friends, followed by working and living near them.

A total of 33% of the participants trusted sources of job information other than direct personal communication. Of these, 69.4% trusted information from TV, 67.3% from radio, 4.1% from Facebook, and 3% from other sources such as newspapers or the Internet/websites.

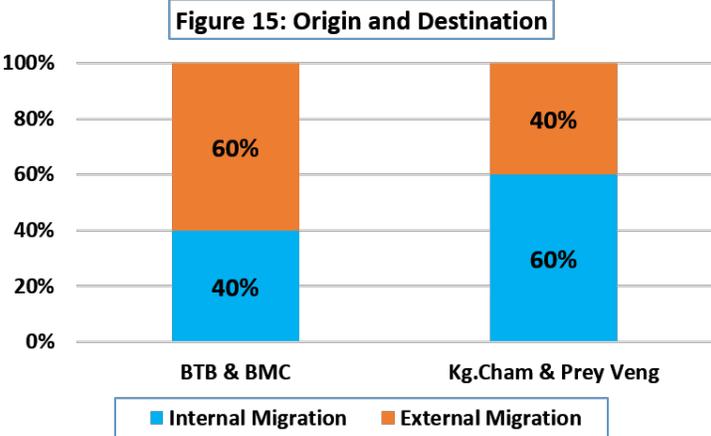


The most important motivation for leaving the village was an opportunity to *earn a high income and be successful, such as being able to buy farmland, build a house, or buy other products.*

About half of potential migrants said their own desires would be an important factor in any decision on whether to leave and work away from the village; almost all cited the views of their family as an important factor.

Of those who had thought of finding a job outside the village, 81% claimed that they would prefer a job inside the country, whereas 19% responded that they would prefer to work abroad. Participants who lived in provinces near the Cambodian-Thai border (Banteay Meanchey, Battambang) tended to migrate externally, while participants who lived in provinces away from that border (Kampong Cham, Prey Veng)

tended to migrate internally. This was most probably because they followed their relatives/friends' paths.

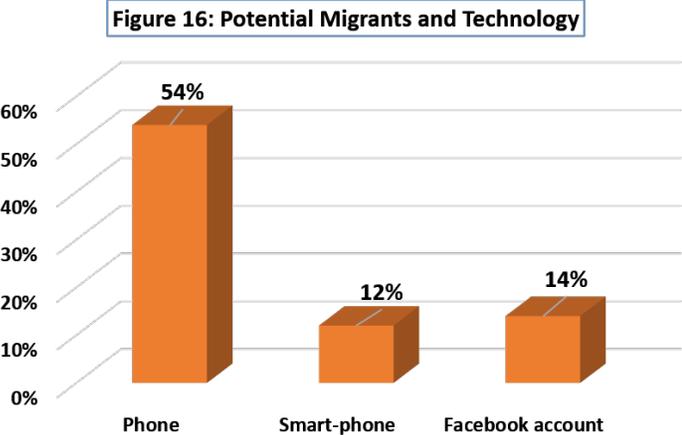


The main reason for preferring internal migration over external migration was that it was easy to visit family if they lived inside the country. Some 73.1% thought that Phnom Penh was the main destination for migration, followed by Siem Reap and Battambang. This was consistent with the results of the study on “Youth Migration and Urbanization in Cambodia” conducted by CDRI in 2007, which found that Phnom Penh was the most popular destination for young migrants, followed by Banteay Meanchey (Poipet), Siem Reap, and Battambang provinces.

On the other hand, the most important factor for potential migrants who considered a job abroad was salary. Regarding destinations outside Cambodia, a majority of potential migrants claimed that Thailand was the most desirable place for better jobs, followed by South Korea and Malaysia.

Traveling with relatives who had a job in the destination, or relatives from the village or friends who had a job there, was considered to be safe and comfortable by a majority of potential migrants. Most of them believed that traveling alone was dangerous and difficult. Traveling with companions was considered very important as a way of avoiding human trafficking.

As far as channels of communication are concerned, 17% of potential migrants listened to the radio daily, whereas 61% watched TV every



day. Some 54% of them owned a phone, but only 12% of participants had a smartphone. These numbers are much lower than the rural average identified by Phong & Sola (2015). This difference is probably explained by the fact that participants were among the poorest of rural Cambodians. It was also found that 14% of general participants had Facebook accounts.

4 DISCUSSION

The data shows that there is constant availability of work all year round in the sectors of Manufacturing, Construction, Hospitality and Security, with a peak of labor demand after the two main holidays. The main method of communication they use to find new employees is to communicate the opportunities to the existing workers, who relay this information to potential workers who might be interested.

Most HR managers had access to the Internet through computers and phones, and were open to using electronic means to reach out to potential workers, even if they did not yet fully grasp their efficiency and would not invest in them if there was a financial barrier to entry (a fee). Two-thirds of the factories were Cambodian-owned; Chinese was management's working language in the second largest-group of factories.

As far as migrant workers are concerned, it seems that an impoverishment process leads to forced migration (due to drought, for example), but unexpected situations (e.g., illness of a family member) leading to indebtedness could also result in having to send family members away in search of work. It is interesting to note that only 12% of the workers interviewed stopped studying and migrated at the same time. The others had stopped their studies long before (over four years earlier on average), which would also seem to indicate a gradual process of impoverishment.

At the time of this study, three out of every four of the potential migrants identified had requested information about possible employment from family and friends who were already working. The others had not yet considered it, preferring to stay in the village and with family if possible. Their perceptions of work both inside and outside of the country were good, considering that salaries, work conditions and living conditions were good both inside and outside Cambodia. Over 80% would prefer working inside the country. Being closer to their family was an important factor in preferring internal migration over going abroad, even if not close enough that they could live in their own house. Four out of every five stated that they would prefer to work inside the country.

Over half of the potential migrants owned a phone, but very few owned a smartphone or had access to Facebook. Given that most Cambodian homes have a phone (Phong and Sola, 2015), it is assumed that the rest could be contacted through a home mobile phone (belonging to parents or a family member), and that most of them can therefore be informed of employment opportunities through a phone.

Those most likely to find work for them would be friends or members of their family who are already working. These workers already have a very different profile. They have access to money and have reached a level of technology use that is similar to the national average, with half of them having a smartphone and access to the Internet and Facebook.

Current workers were in general happy with their salaries and work conditions, and most of them actively participated in the task of providing job information to family and friends back in the village, often on home visits during the main festivals, but also by phone. They received information about available employment from their employers, but also from friends who lived near their place of residence or from billboards outside other companies.

An important point arising from the data in this report is that not only the flow of information, but also the level of trust between those who are already working and those who wish to work, leads to effective employment.

While there is a clear gender differentiation between sectors, with a clear preference among women for manufacturing, and among men for construction and security, there is no lack of employment opportunities for either gender. The total remuneration that can be expected is also similar, with a gap of less than 5%. It is interesting to note that the salary expectations of men before migration were much higher and less realistic than those of women; women had a more accurate idea of what they could expect to be paid. Female potential migrants had a much more positive perception about the availability of jobs outside the country, and a stronger tendency to migrate internationally. Men had better access to technology than women, but the gap was not large enough to produce a strong imbalance in terms of access to information.

5 CONCLUSION

While a clear mechanism for accessing low-skilled and unskilled employment exists in Cambodia based on the trust relationships between potential migrants and family members and friends who are already working, this mechanism is not sufficient to meet the demand for unskilled and low-skilled labor in the country, nor does it provide work in Cambodia to all potential migrants who would prefer to work in their own country. A significant portion of cross-border migration is most probably motivated by this disconnect.

The findings of this study make clear that it is important for both workers and industry to improve the flow of information between employers and potential employees, and that achieving this requires greater use of the trusted channels and relationships that lead to effective employment. At the same time, the new technological reality must be considered; employers have full access to information technology and are open to using it to find new workers, half of existing workers have direct personal access to it, and migrant workers are mostly able to access phones and are strong consumers of TV and radio.

A window of opportunity exists for employment services that use technology to help increase internal migration by improving the flow of information between employers and potential workers. These services will only succeed if they are able to adapt to the level of technology used by each stakeholder, and to make use of the existing trust relationships that facilitate effective employment.

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APPENDIX 1: Details of Results

1.1 Information from HR Managers/Employer Representatives

The studied establishments were employing almost 65,000 employees, with an average of 269 employees per establishment. As number of employees varied by sectors, some sectors employed high number of people and some employed a low number, this matter decreases the validity of the average, henceforth the median should be taken into account. The median of employees hired by each establishment was 53. Looking at the number of employee by sectors, manufacturing employed the highest employees (772 in average and median was 535), followed by construction (137 in average and median was 75), security (134 in average and median was 116), and hospitality (27 in average and median was 14).

Over three out of five establishments were owned by Cambodian nationals, 12.6% by Chinese, 5% European, 5% Korean, 4.6% Japanese, 4.2% Taiwanese, 1.3% Singaporean, 0.8% American, 0.4% Thai, and 2.1% Other (such as Hong Kong, Malaysian or Indonesian).

Some 64% of the studied establishments declared having faced difficulties to find low-skilled and unskilled workers (were not able to hire all the needed workers or it took them to long to hire these workers). These included 72.4% of security companies, 70% in hospitality, 58.1% in construction, and 53.6% in manufacturing.

Approximately one out of three establishments (38.6%) claimed that they rarely had difficulties to find workers whereas around two in three (60.8) establishments were finding different grades of problems: 22.9% of them faced difficulties frequently, 22.2% only when they needed workers urgently, and 15.7% anytime they recruit workers.

One of our micro-hypothesis stated that the specific periods of difficulty to recruit workers, when the demand of workers increased, were after Khmer New Year and during rainy season (from May to October). The micro-hypothesis is backed by the results of the quantitative study, stating that 54.9% of establishments faced difficulties to recruit workers on October (after Pchum Benh festival) and 48.4% on April (after Khmer New Year).

1.1.1 Hiring Process

The study found that the establishments open, in average, 64 recruitment processes low-skilled and unskilled workers per year (each process might include several workers). As number of processes varied by sectors, with some sectors opening large numbers of employment processes and others few the validity of the average is not so

strong, which means the median should also be taken into account. The median of recruitment processes per year was 12.

One of the micro-hypothesis states that the most common method HR managers used for searching for new unskilled or low-skilled employees is to ask their present employees to find them. This quantitative study found a significant number that 97.1% of studied establishments asked their present employees to find new unskilled or low-skilled employees whereas 74.9% used job advertising materials, 13.8% hired intermediaries, and 11.7% hired recruitment agencies.

As stated above, 97.1% of studied establishments had asked their existing workers to find low-skilled and unskilled workers. The employers did this by talking to employees in person (97%) and through phone (22%), and in very few cases through Facebook, SMS, messaging, email and others. For those who used this method, 76.7% used it anytime they needed additional workers, 12.1% frequently, 6.9% rarely, and 4.3% only when they needed workers urgently. When asked how would they rate the effectiveness of this method, 47.4% responded that it was effective, 41.8% that it was moderately effective, 9.9% little effective, and 0.8% ineffective.

As mentioned above, 74.9% of studied establishments have disseminated information of job vacancies for low-skilled or unskilled workers through advertising materials. The most used materials were board inside or outside the establishment (62.6%), followed by banners outside the establishment (52%), flyers/leaflets (45.3%), speakers (10%), and others such as announcements behind Tuk Tuks or newspaper (4.5%). Of those who used advertising, 42.5% used it each time they needed to find workers, 27.4% rarely, 18.4% frequently, and 11.7% only when they need workers urgently. When asked how they would rate the effectiveness of this method, 4.5% considered it as ineffective, 36.3% that it had little impact, 40.8% that it was moderately effective, and 18.4% that it was effective.

Some 13.8% of studied establishments had hired intermediaries to find workers for them when needed. They contacted those intermediaries either by talking to them in person (69.7%) or through phone (66.7%). The study found that those intermediaries were brokers (48.5%), people in village (33.3%), village chiefs (27.3%), and acquaintances (9.1%). Those who used intermediaries, 39.4% of them rarely used them, 24.2% used them only when they need workers urgently, and 18.2% both anytime of finding workers and frequently. When asked how would they rate the effectiveness of intermediaries, 6.1% considered them as ineffective, 33.3% little effective, 36.4% responded that they were moderately effective, and 24.2% considered them effective.

11.7% of studied establishments had hired recruitment agencies to find workers for them when needed. They contacted those agencies most through phone 71.4%,

followed by talking in person (60.7%), Email (10.7%), Facebook (3.6%), and other methods such as an online webpage (3.6%). For those who used agencies, 35.7% of them used it each time they needed finding workers, 28.6% rarely, 17.9% both frequently and only when need workers urgently. When asked how they would rate the effectiveness of agencies, 10.7% considered them as ineffective, 35.7% as little effective, 39.3% responded that they were moderately effective, and 14.3% considered them as effective.

In the qualitative study on Internal Migration in the stage 1, it was concluded and hypothesized that there was a relationship between hiring recruitment agencies and the time (when) establishments used this method to recruit workers. However, in the quantitative study it was found that it is not true that agencies are used only in specific times of the year⁶.

The HR managers/employer representatives were asked about legal documents they required from job seekers. The most document they required was national ID card (88.3%), followed by family book (62.8%), birth certificate (62.3%), residence book (21.8%), and other support documents such as photo, resume, guarantor letter and academic certificates (26%). 10.9% of the target companies (mostly construction and security companies) did not require any documents.

1.1.2 Use of Technology and Communication

The study found that 93.3% of HR managers had at least a smart-phone, 84.1% surfed Internet, 79.5% used E-mail, and 90% had their own Facebook account. Moreover, 79.5% of them had a smart-phone and surfed Internet and 86.2% had a smart-phone and Facebook account.

Percentage of HR managers in security companies who own a smart-phone was slightly lower than in the other three sectors (86.2% versus 95.7%, 92.7% and 96.8%). Only 79.1% of HR managers in the hospitality sector surfed Internet whereas percentage of HR managers who surfed Internet in the other three sectors were higher and similar (89.9%, 87.1%, and 86.2%). Some 71.8% of HR managers in hospitality and 79.3% in security used Email, these percentage were lower than the sectors of manufacturing (88.4%) and construction (87.1%).

For those who surfed Internet, they were asked about surfing Internet through computer. It was found that 47.3% surfed Internet through their computer every day, 15.9% every week, 10.5% every month, 16.9% rarely, and 9.5% never; means that

⁶ *In the quantitative study, the Pearson Chi-Square Test was used to test if there was statistically significance in the association between these two variables and it was found that Chi-Square score was 3.97 with 3 degree of freedom which result the p-value was 0.264 (> 0.05). This means that there was no statistically significance of the relationship between the tested two variables.*

90.5% of them surfed Internet in computer at some points. For those who had a smart-phone and surfed Internet, 54.2% of them surfed Internet in their own smart-phone every day, 16.3% surfed every week, 11.1% every month, 14.7% rarely, and 3.7% never surfed, indicates that 81.6% surfed Internet in their own smart-phone at some point.

For those who had Facebook accounts, they were asked about using Facebook in a computer. It was found that 32.6% used it every day in a computer, 13% every week, 4.2% every month, 25.1% rarely, and 24.7% never, means that 50.2% used Facebook in computer at some points. For those who had a smart-phone and own Facebook account, 91.3% of them used Facebook in their own smart-phone every day, 4.4% every week, 1.5% every month, 1.5% rarely, and 1.5% never; indicates that 97% used it in their own smart-phone at some point.

Some 88.1% those who surfed Internet were interested on posting job information through websites. 100% of security companies shown their interest on it whereas only 74.1% of construction companies did.

And for those who had Facebook account, 82.8% of them were interested on posting job information on Facebook. 92% of security companies were interested on posting job information on Facebook while 75.9% of construction companies were not.

In the qualitative study on Internal Migration concluded and hypothesized that HR managers could use technology-based recruitment services if available. In this quantitative study, HR managers were told about the available new technology-based recruitment services, which combines Internet, Facebook, and automatic voice messages, to recruit low-skilled and unskilled workers. A significant number (97.1%) of them showed their support and would use this new employment service with free of charge. And after these two years, 90% would pay for service fee if they found the quality and effectiveness of this available employment service.

1.2 Information from Current Workers

1.2.1 Demographic Information

Some 56.1% of the studied current workers were female and 43.9% were male. Most of participants were single (52.7%), with 43.3% married, 2.51% divorced, and 1.6% widowed. For those who were married, 68.8% of them migrated together with their spouse, and 37.9% of those who were married and had child/children brought their child/children with them. For those who were divorced or widowed, 37.5% brought their child/children with them. As 13.8% of all migrant workers brought child/children with

them and the average number of children per married migrant is 1.45, it can be calculated that 2 children migrate for every 10 internal migrant workers⁷.

Table of gender of current workers by sectors:

Gender	Sectors				All Current Workers
	Manufacturing	Hospitality	Construction	Security	
Female	86.8%	48.4%	14.5%	19%	56.1%
Male	13.2%	51.6%	85.5%	81%	43.9%

The average age of respondents was 27. The largest number of participants came from Kampot province, followed by Prey Veng, Kampong Cham, Svay Rieng, Kampong Thom, Takeo, Kandal, and Siem Reap. Regarding their level of education, 4.1% of the participant had never received any formal education, 31.4% had started but not completed primary school, 10.7% had completed primary school, 31.7% had started but not completed lower secondary school, 9.1% had completed lower secondary school, 5.6% had started but not completed upper secondary school, 5.6% had completed upper secondary school and 1.9% had studied or completed university.

The study also found that 78.7% of the participants spoke only Khmer language and some 21.3% spoke other language beside Khmer (9.5% of total female participants versus 36.4% of total male participants). For those who spoke at least one more language, the foreign language participants spoke most was English (48.5%), followed by Thai (45.6%), Mandarin (5.9%), Japanese (5.9%) and Korean (4.4%).

Participants had migrated from their villages almost 5 years before in average. As the number of year of migration of workers varied by individuals with some outliers, the median (3.5 years) should be taken into account.

11.8% of participants migrated the village while they were studying (12.4% for women versus 11% for men) and 84% migrated after they stopped studying (83.4% for women versus 84.7% for men). In average, these last migrated 4.5 years after they had stopped studying (it medians was over 2 years).

1.2.2 Past Life before First Migration

Before first migration, the main occupation of participants was farmer (45.5%), followed by student (19.4%), help family in farming/family business (15.7%), and worker (6.9%), and self-employed (3.1%). These main occupations before first migration were similar between women and men. 7.2% of studied participants were unemployed (had no occupation at all) before they decided to migrate. The reasons pushing them to migrate were in the following below by order of frequency:

⁷ It is assumed here that those who say that they have brought their children in their migration have migrated with all their children,

- I come from a poor family and I have to support them (73%)
- I want to make a high income and be successful (39.5%)
- I feel pressurized to leave the village (39.5%)
- The salary in the village is too low (25.7%)
- I cannot find local work (23.5%)
- I cannot continue with my studies (12.9%)
- I want to save money (11%)

The study found that for 85.9% of the participants' the destination in their first migration was inside the country while for the other 14.1% it was outside the country. Male participants had first migrated externally more than women (25.7% vs. 5%).

1.2.3 External Migration for First Migration

This section is about participants who migrated externally for their first migration (45, or 14.1% of all participants).

The study found that, majority of participants had migrated to Thailand (97.8%) and only one respondent had migrated to Malaysia. They spent, in average, 3 years for their first migration over there. Construction, agriculture, and fishing were the top three types of job they worked there, more than half of them working in construction.

Table of type of job of migrant who travelled to Thailand by gender:

Type of job	Those who migrated abroad		
	Women	Men	Total
Construction	2	21	23
Agriculture	2	3	5
Fishing	0	4	4
Domestic	1	1	2
Restaurant	1	0	1
Garment	0	3	3
Food and beverage	0	2	2
Other	3	2	5

Some 64.4% of this cross-border migrants declared that they had asked about job opportunities abroad (similar for men and women). They knew about job opportunities there through relatives (73.3%), intermediary or broker (15.6%), friends (11.1%), and neighbors (8.9%). Participants received employment information by talking in person (90.9%) and through phone (9.9%).

Participants preferred external migration to internal migration because of the following reasons below:

- I have relatives/friends living abroad (60%)
- Salaries are higher than inside the country (51.1%)
- There are more jobs available abroad (17.8%)
- It is easier to get a job abroad (17.8%)

- I cannot find jobs in Cambodia (13.3%)
- People who migrate abroad are more successful (13.3%)
- Working conditions are better than job inside the country (11.1%)
- I want to explore a new country (6.7%)

Over half of participants who migrated abroad travelled with relatives (53.5%), 41.9% travelled relatives who already had a job abroad, 20.9% with friends from the village. However, 9.3% travelled with other people who they had never met before.

Table of travel arrangement of external migrant by gender:

Travel Arrangement	Women	Men	All workers who migrated externally
Relative in the village	55.6%	52.9%	53.5%
Relative who have the job there	11.1%	50%	41.9%
Friend in the village	---	26.5%	20.9%
Neighbor	11.1%	2.9%	4.7%
Intermediary	22.2%	---	4.7%
Other people who I have never known before	11.1%	8.8%	9.3%

It was also found that participants decided to come back Cambodia because of the following reasons:

1. Living conditions abroad were bad (37.8%)
2. Working conditions abroad were bad (33.3%)
3. Missed home (28.9%)
4. Received low wage (15.6%)
5. Maltreatment (15.6%)
6. Relatives asked to come back (13.3%)
7. There were jobs available in Cambodia (13.3%)
8. Being an illegal migrant (11.1%)

1.2.4 Internal Migration for First Migration

This section is about participants whose first migration was for employment in Cambodia.

Participants were asked about the reasons why they decided to migrate inside the country, and not outside. The reasons, by order of frequency, were:

- It is easy to visit my family if I live inside the country (42%)
- Living in the destination inside the country is safe and easy (26.6%)
- It is easier to get a job inside the country (21.9%)
- I have relatives/friends to live with at the destination inside the country (21.2%)
- Working in the destination inside the country is safe and easy (19.7%)
- I'm afraid of difficulties living abroad (17.9%)
- Salary or wage inside country is acceptable (16.1%)

- I'm afraid of being trafficked abroad (15%)
- My family does not allow me to go abroad (12.8%)
- I'm afraid of difficulties working abroad (12.8%)
- There are many jobs available inside the country (11.7%)
- I don't have any relatives/friend abroad (11%)
- Legal cross-border migration is too expensive (8.8%)
- I'm afraid of getting arrested by local authorities abroad (5.5%)

The study found that 66.4% of participants asked someone for information on job opportunities inside Cambodia (away from their village). Male participants asked about job information slightly more than female participants did (70.2% men versus 64.1% women). It was also found that 70.1% had learned about job opportunities mostly through relatives, followed by through friends (21.9%), neighbors/villagers (11.3%), and recruitment agency staff (1.5%). However, 16 respondents (5.8%) left the village without any job information (11 women and 5 men).

A.1. Participants who migrated internally with job information

This section is about participants who migrated internally with job information.

For those who left the village with job information, they had received the information from people with whom they had spoken in person (78.7%) or through the phone (34%). Participants were then asked what information they knew about the job they were applying for. It was found that salary (69.8%) was the most important item they knew about, followed by location of work (58.5%), position (52.3%), place to stay (43.8%), working conditions (35.7%), name of the establishment (30.2%) and other benefits (16.3%).

80.6% of those who migrated internally for their first migration were told to share room or house with job informer, 15.9% were told to stay near job informer's living place, and 6.6% were told that they could stay in a place where they did not know anyone before. Regarding workplace, 76% were told to work in the same workplace with job informer, 14.7% were told to work near job informer's workplace, and 10.9% were told to work in a place where they did not know anyone before. The conditions of accommodation and workplace between participants and job informers were slightly differences between female participants and male participants as the following table below.

Table of conditions between participants and job informers by gender:

	Condition Between Participants and Job I nformer					
	With job informer		Near job informer		Away from job informer	
	Women	Men	Women	Men	Women	Men
Accommodation	85.5%	72.7%	13.2%	20.2%	5%	9.1%
Workplace	75.5%	76.8%	17%	11.1%	9.4%	13.1%

Participants were also told about things to do in order to get a job. The most thing they were told was providing personal legal document (65.9%), followed by to applying resume and application form (25.2%), getting interviewed (17.1%), and testing (13.2%). 11.4% of them said they were told that they did not need to do anything, just went there and could start working. In reality when they arrived, the things they actually did were providing personal legal documents (55.4%), getting interviewed (34.9%), taking test (32.2%), and applying resume or application form (24.8%). 36.4% of them claimed that they could start working when they arrived there.

43.8% of participants travelled with relatives in the village, 29.9% travelled with relatives who have work there, 15.1% travelled with friend in the village, 7.2% with neighbor and 5.6% with friend who has job there. However, 15.9% of them travelled with other people who they had never known before while 8% of them travelled alone for their first internal migration. After the arrival, participant spent 6 days in average to get a job and median 2 days (8 days for women Vs 4 days for men).

Table of travel arrangement by gender:

Travel Arrangement	Women	Men	All Workers who migrated internally with job information
Relative in the village	46.2%	39.8%	43.8%
Relative who have the job there	36.1%	19.4%	29.9%
Friend in the village	13.3%	18.3%	15.1%
Neighbor	5.1%	10.8%	7.2%
Friend who have the job there	5.1%	6.5%	5.6%
Other people who I have never known before	10.1%	25.8%	15.9%
Alone	5.7%	11.8%	8%

A.2. Participants who migrated internally without job information

Again 16 participants left the village without any job information. However, the study found that 50% set their migration destination (54.6% women Vs 40% men), 50% set the type of job they wanted to do (63.6% women Vs 20% men), and 25% set the salary they wished for (27.3% women Vs 20% men).

More than half of the participants who migrated without job information travelled with people who they had never known before (56.3%). 18.8% travelled with relative in the village, 12.5% with relative who have job there, and 12.5% with friend in the village. The conditions of travel between women and men were similar.

56.3% of participants who migrated without job information travelled with other people who they had never known before whereas 15.9% of participants who migrated with job information did. This type of travelling could put them on the risk of human trafficking which mean that participants who migrated without job information were in

higher risk than participants who migrated with job information. It moderately confirmed a hypothesis stating that migrants who had job information before completing migration travel safer than migrants who did not have job information prior to migration.

After the arrival, 37.5% stayed in a place where they did not anybody before, 37.5% stayed with relatives/friends, and 25% stayed near relatives/friends living place. When asked them how they found a job, 31.3% looked at banners or boards, 50% asked acquaintance about job information, 25% asked unknown people, and 18.8% were seen by employer and then gave them a job. In order to get a job, participants also required to provide personal legal documents (84.6%), apply resume or application form (23.1%), get interviewed (38.5%), and do test (23.1%).

Participants spent 11 days in average to find a job (six days for women and 22 days for men). 71.4% received a job they wished for and 87.5% got a job at a workplace where they wanted to work.

1.2.5 Being First Time Internal Migrant

The top four destination provinces of participants in their first migration were Phnom Penh (63.3%), Preah Sihanouk (14.1%), Siem Reap (8,8%), and Svay Rieng (6%). Majority of participants worked in manufacturing sector (43.6%) for their first job as internal migrant, followed by construction (19.1%), hospitality (15.4%), security (6.6%), and agriculture (2.5%). Type of their first job as an internal migrant was differed by gender.

Table of type of first job as internal migrant by gender:

Type of First Job as Internal Migrants	Women	Men	All workers who migrated internally for their first migration
Garment, footwear and apparel	69%	10.7%	43.6%
Construction	4.5%	37.9%	19.1%
Hospitality	14%	17.1%	15.4%
Security	1.1%	15.6%	6.6%
Agriculture	2.8%	2.1%	2.5%
Domestic work	2.2%	2.1%	2.2%
Other manufacturing	2.2%	0.7%	1.6%
Transportation	---	3.6%	1.6%
Handicraft and carpentry	---	2.1%	0.9%

Participants were asked the reasons making them accepted their first job as internal migrant. They responded that in the following below:

- Acceptable salary (33.5%)
- No choice (31.7%)

- No any acquired skill (26.7%)
- Introduced by relative/friend (26.3%)
- Could work with relative/friend (26%)
- No any experience (24.5%)
- Easy job (20.1%)
- Good working condition (23.8%)
- Could learn good skill (11%)
- Could live with relative/friend (19.8%)
- Free accommodation (12.9%)

After job being offered to them, 52% of participants claimed that they were not required to learn new skill, 7.8% had acquired skill already, and 40.1% were required to learn it. For those who were required to learn new skill, they got trained 18 days in average until they got the full speed of their performance (its median was 4 days).

Table of the match between expectations and realities of first job by gender:

	Expectations Vs Realities								
	Working Conditions			Living Conditions			Salary		
	F	M	All	F	M	All	F	M	All
Better than	7.3%	4.3%	6%	8.4%	2.9%	6%	8.9%	---	5%
Like expectation	66.5%	58.6%	63%	67%	64.3%	65.8%	60.3%	57.9%	59.3%
A bit worse than	17.3%	22.1%	19.4%	16.8%	24.3%	20.1%	19%	29.3%	23.5%
Much worse than	2.8%	6.4%	4.4%	3.9%	2.9%	3.5%	3.9%	5%	4.4%

The table above shown that, in general, majority of participants received what they expected from their first job as internal migrants in working conditions, living conditions, and salary. However, women slightly matched their expectations more than men.

1.2.6 Job/Position Change

This section is about all studied current workers.

From first job/position to current job/position, 64% of participants had changed their jobs/positions (59.8% of all female participants Vs 69.3% of all male participants). They had changed their jobs/positions almost 3 times, in average and this was very similar between women and men.

Participants worked their first job as internal migrant for over 2 years, in average. Female participants worked their first job longer than men (2.6 for women Vs 1.8 for men) as internal migrant.

1.2.7 Current Jobs of Workers inside Cambodia

Participants were asked what they thought about their salary, benefits, working conditions, and living conditions of their current jobs. The majority of participants claimed that their salary, benefits, working conditions, and living conditions were good (45.1%, 47.7%, 49.2%, and 33.2% respectively). The following table shown these information crossing with sectors.

Table of perception on current jobs conditions by gender

		Sectors				All Workers
		Manufacturing	Hospitality	Construction	Security	
Salary	Very good	2%	1.6%	---	---	1.3%
	Good	43.1%	64.1%	46.8%	35.7%	45.1%
	Neither good nor bad	31.8%	31.3%	43.6%	50%	37%
	Bad	21.9%	3.1%	9.7%	14.3%	16%
	Very bad	1.3%	---	---	---	0.6%
Benefits	Very good	3.3%	1.6%	---	2.4%	2.2%
	Good	49.7%	64.1%	43.6%	21.4%	47.7%
	Neither good nor bad	34.4%	31.3%	37.1%	47.6%	36.1%
	Bad	11.9%	3.1%	11.3%	16.7%	10.7%
	Very bad	0.7%	---	3.2%	4.7%	1.6%
Working Conditions	Very good	4%	1.6%	1.6%	---	2.5%
	Good	47%	70.3%	38.7%	40.5%	49.2%
	Neither good nor bad	35.1%	26.6%	53.2%	47.6%	38.6%
	Bad	13.9%	1.6%	6.5%	11.9%	9.7%
	Very bad	---	---	---	---	---
Current Living Conditions	Very good	4%	4.7%	---	2.4%	3.1%
	Good	30.5%	48.4%	33.9%	19.1%	33.2%
	Neither good nor bad	55%	42.2%	48.4%	61.9%	52%
	Bad	10.6%	3.1%	17.7%	16.7%	11.3%
	Very bad	---	1.6%	---	---	0.3%

Participants were asked about their monthly salary/wage excluding benefits, it was found that they could earn 159 dollars in average. Male participants could receive salary/wage more than female participants (\$185 for men versus \$140). They could earn an additional 59 dollars as benefits per month, in average. Women could earn more from benefits than men (\$74 for women versus \$39 for men).

Average salary/wage in construction sector was the highest among the four target sectors whereas hospitality was the lowest. Workers in the manufacturing sector received the more money from benefits than the other three sectors, with construction workers receiving the least benefits.

1.2.8 Migrant Worker as Intermediary and Job Seeker

The study found that, 60.8% of participants had received requests by someone to find work for him/her (57.5% for female participants versus 65% for male participants). 57.7% of participants encouraged someone to come to work by telling them about job opportunities. Male participants told other people about job opportunities more than female participants (63.6% for men versus 51.1% for women). And when asked who they told, 63.6% was relatives, 63.6% was friends, 39.7% was fellow villagers, and 27.7% was acquaintances. They told these people by talking in person (75.5%), through phone (58.2%), and through Facebook (1.3%). In average, since participants left the village, they told their relatives, friends, and fellow villagers 8 times about the job opportunities. 89.1% of participants showed their willingness to continue sharing job information to someone. It was very similar between women and men showing their willingness to continue sharing job information (91% for men versus 87.4% for women). The majority of people with whom they would share job information were relatives (80.5%), friends (79.9%), fellow villager (57.9%), and acquaintance (48.2%). And the method they would use most to share job information was talking in person (78.1%), through phone (76.8%), and Facebook (3.7%).

Table of conditions of job which participants would share job information to others:

Participants would consider to share job information when:		Yes	No
Same sector	It's a job in my workplace	98.2%	1.8%
	It's a job nearby my workplace	62.2%	37.8%
	It's a job in different workplace where I do not know anyone before	34.8%	65.2%
Different sector	It's a job nearby my workplace	37.2%	62.8%
	It's a job in different workplace where I do not know anyone	20.1%	79.9%

From the qualitative study in stage 1, it was concluded and hypothesized that workers would share employment information with friends and family in the village, and help them find work. They would tend to share jobs available in their sector and/or location. According to the table above, result from quantitative study, it shown a significant number that 98.2% of participants would consider to share job information when that job was in the place they were currently working in and in the same sector.

It was also found that 59.6% of participants had helped their relatives/friends/fellow villagers get a job successfully. 70% of total male current workers had helped their relatives/friends/fellow villagers while 51.4% of total female current workers did. *The result from the qualitative study on Internal Migration in stage 1 hypothesized that the more years of experience as a migrant, the more number of people the migrant had helped to get a job successfully. However, in this quantitative study, person correlation was used to test the association between years of experience as a migrant and number of people the migrant had help to get a job. Correlation score was 0.016, which resulted the p-value 0.82. This p-value was bigger than 0.05, which indicated that there was no statistically significance of the association between these two variables.*

56.3% of current workers had known about other job vacancies available for themselves (50% for women versus 62.2% for men). Over half of them knew it from their friends (51.4%) and 32.7% knew it from their relatives whereas 13.1% knew from flyer/leaflet and 8.4% from radio. For those who had received information from their friends and relatives, they received the information about job employment by talking in person (65.1%), through phone (61.5%), and small percentage through Facebook (2.4%).

Before deciding to apply for or accept a job, participants would prefer to receive job-related information in the following order:

- Salary (90.3%)
- Job position (58.6%)
- Accommodation (23.8%)
- Working hours (19.1%)
- Working condition (17.2%)
- Overtime payment (15.4%)
- Requirement of experience or language (9.1%)

1.2.9 Mass Media and Communication

Some 30.1% of participants visited their hometown more than five times a year, 4.1% visited five times a year, 8.5% four times, 18.5% three times, 25.71% two times, 8.46% visited only one time, and 4.70% never visited their hometown.

14.7% of participants listened to radio every day, 9.7% listened weekly, 4.4% listened monthly, and 21% rarely listened to radio. However, 50.16% claimed that they never listened to radio. Regarding watching TV, 39.2% watched TV daily, 12.2% watched weekly, 4.1% monthly, 17.2% rarely watched, and 27.3% never watched TV.

The study found that 89.3% of participants had at least a phone (87.7% of total female participants versus 91.4% of total male participants). It was also found that 48.3% of participants had at least one smart-phone (46.9% for women Vs 50% for men).

Participants who had at least a phone and had relatives/friends in town/city inside Cambodia, 5.6% sent message to them daily, 9.5% did it every week, 4.2% did it every month, 13% rarely, and 67.7% claimed that they never did. It was also found that 53.7% of participants who had at least a phone did not have any relatives/friends outside Cambodia. For those who had at least a phone and relatives/friends abroad, 1.5% sent message to them daily, 1.5% did it every week, 0.8% every month, 3.8% rarely, and 92.4% never did it.

How often participants called out through any phone to their relatives/friend in town/city inside Cambodia was asked to all participants. It was found that 49.2% called daily, 34.5% weekly, 9.5% monthly, 5% rarely, and 1.9% never. The study found that 55.5% did not have any relatives/friends abroad. For those who had relatives/friends abroad, 1.4% called them daily, 11.3% weekly, 16.2% monthly, 15.5% rarely, and 55.6% never did it.

It was also found that 44.8% of the participants had a Facebook account (43.6% for women Vs 46.4% for men). For those who had a smart-phone and Facebook account, 73% of them used Facebook in their own phone daily (62% for women versus 87.3% for men), 19.1% weekly (25.4% for women versus 10.9% for men), 5.6% monthly (8.5% for women versus 1.8% for men), 1.6% rarely (2.8% for women and 0% for men), and 0.8% never did it (1.4% for women versus 0% for men). For those who did not have a smart-phone but had own Facebook account, 4.9% used Facebook in their relatives/friends' smart-phones or computer daily, 3.5% weekly, 2.8% monthly, 12.6% rarely, and 76.2% never did it.

22.6% of total participants knew how to use Internet (14.5% for women Vs 32.9% for men). For those who knew how to use and had at least a smart-phone, 48.2% surfed Internet in their own phone daily, 16.1% surfed every week, 8.9% every month, 25% rarely, and 1.8% never did it. For those who did not have a smart-phone but knew how to use Internet, 9.7% of them surfed Internet in their relatives/friends' smart-phones or computer daily, 11.1% surfed it every day, 1.4% every week, 20.8% rarely, and 56.9% never did it.

It was hypothesized that there was already a critical mass of workers in the target sectors who used smart-phones and had Facebook account, making the use of Facebook as a tool to find unskilled and low-skilled work a reality. With 48.3% of total participants, in this quantitative study, had at least a smart-phone and 44.8% had own Facebook account. Plus, 73% of them used Facebook in their phone every day and 19.1% used it every week. This indicates that a significant number of current workers can use Facebook-based employment services to search for their unskilled and low-skilled works.

The technologies used by participants were put in the table bellows to present the information which is easier to see the differences between the four target sectors.

Table of current workers and technology:

	Sectors				All Workers
	Manufacturing	Hospitality	Construction	Security	
Phone	89.4%	92.2%	87.1%	88.1%	89.3%
Smart-phone	49%	60.9%	41.9%	35.7%	48.3%
FB account	43.7%	64.1%	33.9%	35.7%	44.8%
Using FB in own smart-phone with own FB account daily	55%	88.9%	83.3%	100%	73%
Using FB in relatives/friends' smart-phones or computer with own FB account daily	1.5%	12.2%	4.8%	0%	4.9%
Surfing Internet	14.6%	45.3%	12.9%	31%	22.6%
Surfing Internet in own smart-phone daily	23.5%	62.5%	50%	55.6%	48.2%
Surfing Internet in relatives/friends' smart-phones or computer daily	0%	12.5%	7.7%	17.2%	9.7%

1.3 Information from Potential Migrants

1.3.1 Demographic Information

The survey were conducted with 242 potential migrants who had never lived or worked outside the village for more than three months. 49.6% of the studied potential migrants were female and 50.4% were male. The average age of studied potential migrants was 29. Most of participants were married (65.7%), followed by single (23.2%) and widowed (1.2%). Regarding their level of education, 41.7% of participants had not completed primary school, 2.5% of participants had completed primary school, 34.7% of participants had not completed lower secondary school, 3.3% of participants had completed lower secondary school, 7% of participants had not completed upper secondary school, 2.5% of participants had completed upper secondary school. 7% participant had never received any formal education. The study also found that 91.3% of studied potential migrants spoke only Khmer language and some 8.7% spoke other language beside Khmer (10.8% for women versus 6.6% for men). The most foreign language participants spoke was English and Thai.

It was found that the main occupation of the potential migrant was farmer (53.3%), followed by student (12.8%), housewife/male housewife (9.1%), worker (3.3%), self-employed (7%), and fishermen (2.1%). 5.4% of participants just helped their family in farming/business and 5% were unemployed. 17.4% had other occupations beside their main occupation to generate more income. As the majority of their occupations were not paid by regular salary or wage, participants were asked only about their net income. In average, combined with income of main occupation and income of other occupation, they could earn \$24.9 per month (net income). Male potential migrants could earn more than female potential migrants (\$33.6 for men versus \$25.2 for women). 59.1% of total potential migrants had their own personal debt (a debt had to be up to \$10). 63.3% of female participants had personal debt whereas 54.9% of male participants did.

28% of participants had ID Poor cards that allowed them not to pay for health care services in health centers. And 81% claimed that there were no any job available near their village in which they could return home to sleep.

1.3.2 Source and Job Information

The potential migrants were asked if they had ever thought of finding a low-skilled or unskilled job outside the village, 74% had thought about it (77.5% for women Vs 70.5% for men) and 26% had never thought (29.5% for women Vs 22.5% for men). For those who had never thought about leaving the village were asked the reasons why they did so and it was found, by order of frequency, in the following below:

- I want to stay with family (44.4%)
- I need to stay to look after my family (28.6%)
- I'm afraid of being trafficked (20.6%)
- I'm afraid of having difficulties working there (14.3%)
- I have my own business in the village (11.1%)
- There are jobs available inside and nearby the village (9.5%)
- I'm afraid of having difficulties living there (7.9%)
- My health condition is not good (7.9%)
- I am happy with my life in the village (6.3%)

For those who had ever thought of finding a low-skilled or unskilled job outside the village, 36.3% of them had ever asked someone about job information inside Cambodia (41.5% for women versus 30.2% for men). Of them, 56.9% had asked their relatives, 33.8% friends, and 35.4% neighbors. They asked those people the most by talking in person (87.7%), followed by through phone (26.2%). The study also found that 39.3% of studied potential migrants were given information about jobs within Cambodia (43.3% for women versus 35.2% for men). And people who told them were relatives (45.3%), friends (42.1%), and neighbor (30.5%). Those people told the participants by talking in person (77.9%) and through phone (32.5%). 28.1% of participants were also experienced being offered a job within Cambodia by someone (24.2% for women versus 32% for men). Those who offered them a job were relatives (44.1%), friends (35.3%), and people who used to be their neighbor (27.9%). Those people offered a job to participants by talking in person (88.2%) and through phone (26.5%).

For those who had ever asked or been told about the job information within Cambodia, majority of them thought that the salaries, working conditions, and living conditions of those who go to work in a town or city within Cambodia was good (51.6%, 58.1%, and 48.4% respectively).

The table below shows the different perceptions between female participants and male participants on salaries, working conditions, and living conditions of those who go to work in a town or city within Cambodia.

Table of perceptions on salaries, working and living conditions of job inside Cambodia:

	Salary			Working Condition			Living Condition		
	Women	Men	All	Women	Men	All	Women	Men	All
Very bad	1.5%	0.0%	0.8%	0.0%	2.1%	0.8%	1.5%	0.0%	0.8%
Bad	13.2%	17.3%	14.5%	9.0%	12.8%	9.7%	20.9%	23.5%	21.0%
Neither good nor bad	22.1%	36.5%	27.4%	22.4%	12.8%	16.9%	29.9%	21.6%	25.0%
Good	58.8%	46.2%	51.6%	61.2%	66.0%	58.1%	47.8%	54.9%	48.4%
Very good	4.4%	0.0%	2.4%	7.5%	6.4%	6.5%	0.0%	0.0%	0.0%
Don't know	2.9%	3.8%	3.2%	4.5%	14.9%	8.1%	4.5%	5.9%	4.8%

For those who had ever thought of finding a low-skilled or unskilled job outside the village, 34.6% of them had ever asked someone about job information outside

Cambodia (30.1% for women versus 39.5% for men). 51.6% had asked their relatives, 33.9% friends, and 19.4% neighbor. They asked those people through talking in person (82.3%) and through phone (33.9%). The study also found that 33.5% of studied potential migrants were given information about jobs abroad (30% for women versus 36.9% for men). And people who told them were their neighbors (39.5%), friends (35.8%), relatives (34.6%), recruitment agency staff (3.7%), and intermediary or brokers (2.5%). Those people told the participants by talking in person (87.7%), through phone (23.5%), and Facebook (2.5%). 13.6% of participants were also experienced being offered a job outside Cambodia by someone (13.3% for women versus 13.9% for men). Those who offered them a job were relatives (54.5%), friends (39.4%), and neighbor (18.2%). Those people offered a job to participants by talking in person (81.8%) and through phone (36.4%), Facebook (3%), and message (3%).

For those who had ever asked or been told about the job information outside Cambodia, majority of them thought that the salaries, working conditions, and living conditions of those who go to work abroad was good (74.5%, 62.7%, and 54.5% respectively).

The table below shows the different perceptions between female participants and male participants on salaries, working conditions, and living conditions of those who go to work abroad.

Table of perceptions on salaries, working and living conditions of job outside Cambodia:

	Salary			Working Condition			Living Condition		
	Women	Men	All	Women	Men	All	Women	Men	All
Very bad	2.0%	1.7%	1.8%	2.0%	3.3%	2.7%	0.0%	3.3%	1.8%
Bad	4.0%	3.3%	3.6%	10.0%	6.7%	8.2%	22.0%	23.3%	22.7%
Neither good nor bad	10.0%	6.7%	8.2%	22.0%	6.7%	13.6%	14.0%	6.7%	10.0%
Good	74.0%	75.0%	74.5%	50.0%	73.3%	62.7%	54.0%	55.0%	54.5%
Very good	10.0%	11.7%	10.9%	10.0%	3.3%	6.4%	4.0%	3.3%	3.6%
Don't know	0.0%	1.7%	0.9%	6.0%	6.7%	6.4%	6.0%	8.3%	7.3%

Potential migrants were asked about other sources of job information beside people. It was found that 67%% had knew job information from other sources. Of them, 66.7% responded that it was radio, 64.2% was TV, 7.5% was Facebook, and 4.5% others (such as leaflet/flyer, newspaper, and website).

It was also found that 67% of total participants had trust on sources of job information from people. Relatives was the source of job information (from people) that participants trust the most (87.6% responded that). 26% claimed that they trust information from friends, 8.5% from neighbors, and 5.1% from local authorities.

33% of total participants had trust other sources of job information beside people. Of them, 69.4% trusted on TV, 67.3% radio, 4.1% Facebook, and 3% other such as newspaper and internet/website.

1.3.3 Thought of Migration

Again, 74% of total participants had thought about leaving the village to find a low-skilled or unskilled job. They then were asked about the reasons to do so. By order of frequency, the reasons were in the following below:

- I want to make a high income and be successful such as being able to buy farming land, build house, and other products (67%)
- I come from a poor family and I have to support them (52%)
- I cannot find local work (unemployed) (25.1%)
- The salary/income from work in the village is low (12.8%)
- I have to pay debts (10.6%)

The most type of job they wished for was manufacturing (58.7%), followed by construction (24.6%), agriculture (10.1%), and other types (7.8%). Women wished to get a job in manufacturing the most (69.9%), followed by construction (11.8%), agriculture (11.8%), hospitality (8.6%), and domestic work (4.3%). Men also wished to a job in manufacturing the most (46.5%), followed by construction (38.4%), agriculture (8.1%), and transportation (3.5%). Nevertheless, 33.5% claimed that they had acquired skills already for the job they wished for (29% for women Vs 38.4% for men).

90.5% of participants who had thought of leaving the village to find low-skilled and unskilled jobs would consider leaving the village when there was a job offered through their relatives or friends, 90.5% would do if their relatives or friends told them to come and work in their workplace or nearby, 14.5% would if there was a job offered in a place where they did not know anybody, and 10.6% would if their relatives or friends told them to just come and then they could start looking for a job. There was slightly differences between women and men in the consideration of leaving the village with the conditions mentioned above.

Table of the conditions given and consideration of leaving the Village by gender:

Conditions	Would consider to leave the village		
	Women	Men	All
There was a job offered through relatives or friends	87.1%	94.2%	90.5%
My relatives or friends told me to come and work only in their workplace or nearby	84.9%	96.5%	90.5%
There was a job offered in a place where I did not know anybody	19.4%	9.3%	14.5%
My relatives or friends told me to just come and then I could start looking for a job	11.8%	9.3%	10.6%

Regarding accommodation, 87.7% of participants would leave the village if they could share room or house with relatives or friends, 68.2% would if they could stay near relatives or friends, and 5% would leave if they stayed far away from relatives or friends. There was similar of accommodation concerns between women and men as the

majority would leave the village if they could share room or house with relatives or friends in the target destination.

Regarding workplace, 89.9% of participants would leave the village if they could work with relatives/friends in same workplace, 67.6% would if they worked near relatives/friends workplace, 7.3% would if they worked far away from relatives or friends. There was similar of workplace concerns between women and men as the majority would leave the village if they could work with relatives or friends in the target workplace.

Participants were asked about the things they would like to know about the job, salary was the most thing they wanted to know (95%), followed by job positions (61.5%), accommodation (43.6%), working hours (35.8%), food (13.4%), age (6.7%), overtime payment (6.1%), insurance (5%), requirement (3.9%), and others such as gender, salary payment, legal status of company, workplace location, holiday, and working situation (17.9%). In average, participants expected to receive \$272.5 for their salary/wage (234.7 dollars for women Vs 313.3 dollars for men).

Participants claimed they would expect something from leaving their villages in the following below:

- To make a high income and be successful such as being able to buy farming land, build house, and buy other products (93.3%)
- To be able to support my family (35.2%)
- To be able to buy daily life needs (food, clothes, shopping) (29.1%)
- To have experience and improve my skills (23.5%)
- To find a safe and good job (11.7%)
- To save money (8.9%)

When asked who would be involved in participants' decision making of migration, 95.5% responded that relatives/family, 53.9% would decide solely, 10.1% neighbor, 9% friends, and 2.8% local authority. The involvement in decision making was similar between men and women.

98.3% claimed that they needed to take some legal documents along with while leaving the village. Of them, 69.9% responded that they would take original national identity card and 25% would take copied original national identity card. Very small percentage would take original birth certificate, copied birth certificate, original residence book, and passport.

Participants then were asked what legal documents they had, majority of participants claimed that they had national identity card (95%), birth certification (93.9%), family book (86%), residence book (34.6%), passport (2.2%), and police criminal record (0.6%).

1.3.4 Internal Migration or External Migration?

Participants were asked should they better left the village and found a job inside Cambodia or in another country, 81% claimed that they better found a job inside the country whereas 19% responded they would prefer abroad. Women tended to migrate externally more than men (21.5% for women versus 16.3% for men) while men tended to migrate internally more than women (83.7% for men versus 78.5% for women). Geographical location might affect the decision to migrate either internally or externally. 61.8% of participants who lived in Battambang and Banteay Meanchey tended to migrate externally whereas 61.4% of participants who lived in Kampong Cham and Prey Veng preferred to left the village and find a job within Cambodia. *It was hypothesized that there was the relationship between location of residence (Cambodian-Thai provincial border and Non-Cambodia-Thai provincial border) and the destination preference of migration whether internal or external migration. Chi-Square Test was used to test if there was statistically significance of the relationship between these two variables. It was found that the Chi-Square score was 6.018 with degree of freedom 1. This resulted the p-value was 0.014 which confirmed that there was statistically significance of the relationship between the two tested variables.*

Internal Migration

Participants thought they better found a job inside Cambodia because of the following reasons:

- It is easy to visit my family if I live inside the country (83.4%)
- Working in the destination inside the country is safe and easy (32.4%)
- Living in the destination inside the country is safe and easy (17.9%)
- I'm afraid of being trafficked abroad (13.1%)
- It is easier to get a job inside the country (12.4%)
- I could not speak other language (10.3%)
- I have relatives/friends to live with at the destination inside the country (6.9%)

The top three provinces where participants thought there were good jobs were Phnom Penh (73.1%), Siem Reap (13.8%), and Battambang (11.7%).

External Migration

Participants thought they better found a job outside Cambodia because of the following reasons:

- Salaries are higher than inside the country (85.3%)
- It is easier to get a job abroad (26.5%)
- There are more jobs available abroad (20.6%)
- I want to explore a new country (17.6%)
- Living abroad is safe and easy (14.7%)

- I have relatives/friends living abroad (11.8%)

The top three countries where participants thought there were good jobs were Thailand (73.5%), Republic of South Korea (29.4%) and Malaysia (11.8%).

1.3.5 Travel Arrangement

Participants who ever thought of leaving the village were asked about their thoughts of whom would be safe and whom would be easy to travel with. The findings were in the following tables.

Table of perception on safe travelling by gender:

It is safe or dangerous to travel with:	Safe			Dangerous		
	Women	Men	All	Women	Men	All
Alone	20.4%	23.3%	21.8%	76.3%	75.6%	76%
Relatives from the village	94.6%	97.7%	96.1%	4.3%	2.3%	3.4%
Relatives who have a job there	95.7%	96.5%	96.1%	4.3%	3.5%	3.9%
Friends from the village	46.2%	70.9%	58.1%	52.7%	25.6%	39.7%
Friends who have a job there	71%	86%	78.2%	28%	11.6%	20.1%
Neighbors	47.3%	64%	55.3%	52.7%	32.6%	43%
Intermediaries	4.3%	1.2%	2.8%	94.6%	95.3%	95%
People whom also go to find a job there	9.7%	5.8%	7.8%	88.2%	91.9%	89.9%

Table of perception on comfortable and easy travelling by gender:

It is easy or difficult to travel with:	Easy			Difficult		
	Women	Men	All	Women	Men	All
Alone	8.6%	10.5%	9.5%	90.3%	88.4%	89.4%
Relatives from the village	95.7%	93.0%	94.4%	3.2%	5.8%	4.5%
Relatives who have a job there	97.8%	96.5%	97.2%	2.2%	2.3%	2.2%
Friends from the village	59.1%	69.8%	64.2%	40.9%	29.1%	35.2%
Friends who have a job there	83.9%	89.5%	86.6%	16.1%	9.3%	12.8%
Neighbors	50.5%	65.1%	57.5%	49.5%	33.7%	41.9%
Intermediaries	6.5%	1.2%	3.9%	93.5%	97.7%	95.5%
People whom also go to find a job there	9.7%	2.3%	6.1%	89.2%	96.5%	92.7%

1.3.6 Mass Media and Communication

The study found that 16.9% of potential migrants listened to radio every day, 20.2% listened every week, 8.7% every month, 10.3% rarely, and 43.8% never did it. On the other hand, 60.7% watched TV every day, 19% watched every week, 1.7% every month, 4.5% rarely, and 14% never did it.

It was also found that 53.7% of participants owned a phone (50.8% for women Vs 56.6% for men). 12.4% of potential migrants had at least a smart-phone (12.5% for women Vs 12.3% for men).

3.9% used their own phone to send message to their relatives/friends in the town or city inside Cambodia daily, 3.1% every week, 4.7% every month, 6.3% rarely, and 81.9% never did it. 0.8% used their own phone to send message to their relatives/friends abroad daily, 0.8% every week, 2.5% every month, 0% rarely, and 95.9% never did it. 76.2% of those who owned a phone were interested on receiving job information through phone.

For general participants, 8.5% of participants called their relatives/friends in the town or city inside Cambodia daily, 23.4% weekly, 23% monthly, 8.5% rarely, and 36.6% never did it. On the other hand, 1.8% of them called their relatives/friends abroad daily, 5.7% weekly, 13.7% monthly, 4.8% rarely, and 74% never did it.

It was also found that 14% of general participants had Facebook account (13.3% for women Vs 14.8% for men). For those who had a smart-phone, 63.6% of them used Facebook in their own phone daily (58.3% for women and 70% for men) and 36.4% weekly (41.7% for women and 30% for men). For those who did not have a smart-phone but had own Facebook account, 29.4% used Facebook in their relatives/friends' smart-phones or computer daily, 14.7% weekly, 5.9% monthly, 2.9% rarely, and 47.1% never did it.

APPENDIX 2: Questionnaire for HR Manager/Employer Representatives

Interviewer Name	
Interviewer No.	
Date of Interview	/ / 2016
Interview Length	From: To:

Informed Consent

Hello, my name isI work for Open Institute as data collector.

The Open Institute is conducting a survey on "Internal Migration". The study aims to understand the job structure in sectors of manufacturing, hospitality, construction and security as well as the hiring process conducted by establishments.

All information you provide will be highly kept as confidential and will not be seen by anyone outside of the research team. This is not a test and there is no right or wrong answer.

Your information is of vital importance to us and we hope you can be involved in the interview. It is your choice whether or not to take part in this interview. If you do choose to participate, you have the right not to answer any question or to stop the interview at any time.

This interview will be taken approximately 15 minutes.

Do you have any question for us? Yes No

Do I have your permission to proceed the interview? Yes No

Questions	Response	Skip Rule
* = "Single response is allowed" and *** = "Multiple responses are allowed"		
Section I: Demographic Information		
1.1. Province (where establishment located)	Drop-down list of all provinces	
1.2. District (where establishment located)	Drop-down list of all districts in selected province	
1.3. Commune (where establishment located)	Drop-down list of all communes in selected district	
1.4. Village (where establishment located)	Drop-down list of all villages in selected commune	
1.5. Name of establishment	.....
1.6. Name of respondent	.....
1.7. Sex *	0 = Female 1 = Male	
1.8. Age of respondent	.....
1.9. Marital status *	1 = Single (never married) 2 = Married 3 = Living with a partner 3 = Widowed 4 = Divorced/separated 5 = Other (specify).....	
1.10. Level of education *	1 = No formal schooling 2 = Primary school 3 = Lower secondary school 4 = Upper secondary school 5 = University graduate 6 = University post-graduate 7 = Technical/vocational 8 = Other (specify).....	
1.11. Position of respondent *	1 = HR manager 2 = HR officer 3 = HR assistant 4 = Admin manager 5 = Admin officer 6 = Admin assistant 8 = Owner 9 = Construction site supervisor 10 = Other (specify).....	
1.12. Years of experience in this establishment *	0 = less than one year 1 = 1 year 2 = 2 years 3 = 3 years 4 = 4 years 5 = 5 years 6 = 6 years 7 = 7 years 8 = 8 years 9 = 9 years 10 = 10 years 11 = more than 10 years	
1.13. Sector of this establishment *	1 = Manufacturing 2 = Hotel 3 = Guesthouse 4 = Restaurant 5 = Construction 6 = Security	
1.14. Type or existing services of this establishment ***	MANUFACTURING 1 = Footwear factory 2 = Bag factory	List of type of existing companies or services would be

	<p>3 = Belt factory 4 = Garment factory 5 = Other (specify)..... 99 = Don't know</p> <p>HOSPITALITY</p> <p>1 = Hotel 1.1 = Five stars 1.2 = Four stars 1.3 = Three stars 1.4 = Two stars 1.5 = One stars 1.6 = Other (specify)..... 99 = Don't know</p> <p>2 = Guest house 2.1 = Room with air conditioning 2.2 = Room with fan 2.3 = Other (specify)..... 99 = Don't know</p> <p>3 = Restaurant 3.1 = Pre-cooked food 3.2 = Buffet 3.3 = Breakfast restaurant 3.4 = Lunch restaurant 3.5 = Dinner restaurant 3.6 = Cooked-to-order food 3.7 = Beer garden 3.8 = Other (specify)..... 99 = Don't know</p> <p>CONSTRUCTION</p> <p>1 = Guesthouse construction 2 = Villa construction 3 = Factory construction 4 = Flat house construction 5 = Borey construction 6 = Condominium construction 7 = High sky building construction 8 = Hotel construction 9 = Structure & frame construction 10 = Decoration & design 11 = Other (specify)..... 99 = Don't know</p> <p>SECURITY</p> <p>1 = Security guard service 2 = Body guard service 3 = Transportation service 4 = Driver service 5 = Cleaning service 6 = Other (specify)..... 99 = Don't know</p>	<p><i>varied depending on the selected sector in the question 1.12</i></p>
1.15. Number of general staff	<p>Female: Male: Total:</p>	
1.16. Number of workers	<p>Female: Male: Total:</p>	
1.17. Ethnicity of company's owner *	<p>1 = Khmer 2 = Chinese 3 = Taiwanese</p>	

	4 = Singaporean 5 = Korean (south) 6 = Japanese 7 = Thai 8 = Vietnamese 9 = European 10 = American 11 = Other (specify)..... 99 = Don't know	
1.18. Do you know where are the main locations of establishments in this sector? ***	1 = Phnom Penh 2 = Banteay Meanchey 3 = Battambang 4 = Kampong Cham 5 = Kampong Chhnang 6 = Kampong Speu 7 = Kampong Thom 8 = Kampot 9 = Kandal 10 = Koh Kong 11 = Kep 12 = Kratie 13 = Mondulkiri 14 = Oddar Meanchey 15 = Pailin 16 = Preah Sihanouk 17 = Preah Vihear 18 = Pursat 19 = Prey Veng 20 = Rattanakiri 21 = Siem Reap 22 = Stung Treng 23 = Svay Rieng 24 = Takeo 25 = Tboung Khmum 99 = Don't know	
Section II: Hiring Process		
2.1. Generally, how many times per year do you recruit low-skilled or unskilled workers?	.....
2.2. Have you ever asked your existing workers to find low-skilled or unskilled workers for you when needed? *	0 = No 1 = Yes	
2.2.1. If yes, how have you asked them? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if the answer of 2.2 is "1=Yes"</i>
2.2.2. If yes, do you know how have they disseminated the job announcement to their relatives or friends or people they know? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if the answer of 2.2 is "1=Yes"</i>
2.2.3. If yes, how often have you used this method to find workers? *	1 = Anytime of finding workers 2 = Frequently 3 = Rarely	<i>This question will be asked if the answer of 2.2 is "1=Yes"</i>

		4 = Only when need workers urgently 5 = Other (specify)..... 99 = Don't know	
	2.2.4. If yes, how would you rate the effectiveness of this method to get workers? *	1 = Very ineffective 2 = Ineffective 3 = Neither effective nor ineffective 4 = Effective 5 = Very effective	<i>This question will be asked if the answer of 2.2 is "1=Yes"</i>
	2.3. Have you ever disseminated information of job vacancies for low-skilled or unskilled workers through advertising materials? *	0 = No 1 = Yes	
	2.3.1. If yes, what type of advertising materials have you used? ***	1 = Banner 2 = Board 3 = Speaker 4 = Flyer 5 = Leaflet 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if the answer of 2.3 is "1=Yes"</i>
	2.3.2. If yes, how often have you used this method to find workers? *	1 = Anytime of finding workers 2 = Frequently 3 = Rarely 4 = Only when need workers urgently 5 = Other (specify)..... 99 = Don't know	<i>This question will be asked if the answer of 2.3 is "1=Yes"</i>
	2.3.3. If yes, how would you rate the effectiveness of this method to get workers? *	1 = Very ineffective 2 = Ineffective 3 = Neither effective nor ineffective 4 = Effective 5 = Very effective	<i>This question will be asked if the answer of 2.3 is "1=Yes"</i>
	2.4. Have you ever hired intermediaries to find workers for you when needed? *	0 = No 1 = Yes	
	2.4.1. If yes, how have you contacted them? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if the answer of 2.4 is "1=Yes"</i>
	2.4.2. If yes, who were these intermediaries? ***	1 = Broker who live in the town or city 2 = Village chief 3 = People in the village 4 = Other (specify)..... 99 = Don't know	<i>This question will be asked if the answer of 2.4 is "1=Yes"</i>
	2.4.3. If yes, how often have you used this method to find workers? *	1 = Anytime of finding workers 2 = Frequently 3 = Rarely 4 = Only when need workers urgently 5 = Other (specify)..... 99 = Don't know	<i>This question will be asked if the answer of 2.4 is "1=Yes"</i>
	2.4.4. If yes, how would you rate the effectiveness	1 = Very ineffective 2 = Ineffective	<i>This question will be asked if the answer of</i>

	of this method to get workers? *	3 = Neither effective nor ineffective 4 = Effective 5 = Very effective	2.4 is "1=Yes"
2.5.	Have you ever hired a recruitment agency to find low-skilled or unskilled workers for you? *	0 = No 1 = Yes	
	2.5.1. If yes, how have you contacted them? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if the answer of 2.5 is "1=Yes"</i>
	2.5.2. If yes, how often have you used this method to find workers? *	1 = Anytime of finding workers 2 = Frequently 3 = Rarely 4 = Only when need workers urgently 5 = Other (specify)..... 99 = Don't know	<i>This question will be asked if the answer of 2.5 is "1=Yes"</i>
	2.5.3. If yes, how would you rate the effectiveness of this method to get workers? *	1 = Very ineffective 2 = Ineffective 3 = Neither effective nor ineffective 4 = Effective 5 = Very effective	<i>This question will be asked if the answer of 2.5 is "1=Yes"</i>
2.6.	Have you ever faced any difficulty to find workers such as could not get number of workers you needed or took long time to get workers? *	0 = No 1 = Yes	
	2.6.1. If yes, how often? *	1 = Weekly 2 = Monthly 3 = Annually 4 = Rarely	<i>This question will be asked if the answer of 2.6 is "1=Yes"</i>
	2.6.2. What were the specific periods when you faced this situation? *	1 = January 2 = February 3 = March 4 = April 5 = May 6 = June 7 = July 8 = August 9 = September 10 = October 11 = November 12 = December	<i>This question will be asked if the answer of 2.6 is "1=Yes"</i>
2.7.	What are the required documents when job seekers come and ask your establishment for a job? ***	0 = Don't require any document 1 = National Identity card 2 = Birth certification 3 = Family book 4 = Residence book 5 = Police clearance certificate 6 = Other (specify)..... 99 = Don't know	
2.8.	What is the required process for hiring job seekers when	0 = Could start working immediately	

they come and ask your establishment for a job? ***	1 = Submit resume or fill application form 2 = Attach with legal documents 3 = Get interviewed 4 = Do testing 5 = Other (specify)..... 99 = Don't know	
Section III: Technology & Communication		
3.1. Do you have a smart-phone? *	0 = No 1 = Yes	
3.2. Could you please give me your phone number?	.....
3.3. Do you use e-mail?	0 = No 1 = Yes	
3.4. Could you please give me your email?	.....	<i>This question will be asked if the answer of 3.3 is "1=Yes"</i>
3.5. Do you have a Facebook Account?	0 = No 1 = Yes	
3.5.1. Could you please give me your own Facebook account?	.....	<i>This question will be asked if the answer of 3.5 is "1=Yes"</i>
3.5.2. In the last 12 months, how often did you use Facebook in your smart phone with your own Facebook account? *	1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	<i>This question will be asked if the answer of 3.1 is "1=Yes" and 3.5 is "1=Yes"</i>
3.5.3. In the last 12 months, how often did you use Facebook in your friend's smart phone or computer with your own Facebook account? *	1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	<i>This question will not be asked if answer of 3.5 is "0 = No"</i>
3.5.4. If you have Facebook account, are you interested on posting job information through Facebook? *	0 = No 1 = Yes	<i>This question will not be asked if answer of 3.5 is "0 = No"</i>
3.6. Do you surf the internet?	0 = No 1 = Yes 2 = I don't know how to surf the internet	
3.6.1. In the last 12 months, how often did you surf Internet in your smart phone? *	1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	<i>This question will be asked if the answer of 3.6 is "1=Yes"</i>
3.6.2. In the last 12 months, how often did you surf Internet in your friend's smart phone or computer? *	1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	<i>This question will not be asked if answer of 3.6 is "0 = I don't know how to surf internet"</i>
3.6.3. If you use, would you be interested on posting job information through website? *	0 = No 1 = Yes	<i>This question will not be asked if answer of 3.6 is "0 = I don't know how to surf internet"</i>
3.7. Are you interested on the Open Institute employment service? *	0 = No 1 = Yes	
3.8. Would you try to use the Open	0 = No	

Institute service with free of charge? *	1 = Yes	
3.9. Would you try to use the Open Institute service with reasonable cost? *	0 = No 1 = Yes	

APPENDIX 3: Questionnaires for Current Migrants

Interviewer Name	
Interviewer No.	
Date of Interview	/ / 2016
Interview Length	From: To:

Informed Consent

Hello, my name isI work for Open Institute as data collector.

The Open Institute is conducting a survey on “Internal Migration”. The study aims to understand knowledge and attitude of current migrants toward the access of job information. Specifically, it aims to understand the past life in the village of migrants, how they accessed job information, what they feared, who did they trust, and other factors that might affect their decision to migrate. It also aims to identify the reasons behind the decision of whether to migrate internally or cross-border. The target group of this survey is the Cambodian current migrants who are currently working in the city or provinces in Cambodia and working in four sectors as manufacturing, construction, hospitality and security. The respondent at least experience in migration 1 year.

All information you provide will be highly kept as confidential and will not be seen by anyone outside of the research team. This is not a test and there is no right or wrong answer.

Your information is of vital importance to us and we hope you can be involved in the interview. It is your choice whether or not to take part in this interview. If you do choose to participate, you have the right not to answer any question or to stop the interview at any time.

This interview will be taken approximately 15 minutes.

Do you have any question for us? Yes No

Do I have your permission to proceed the interview? Yes No

Questions	Response	Skip Rule
* = "Single response is allowed" and *** = "Multiple responses are allowed"		
Section I: Demographic Information		
1.1. Province of your living place	Drop-down list of all provinces	
1.2. District of your living place	Drop-down list of all districts in selected province	
1.3. Commune of your living place	Drop-down list of all communes in selected district	
1.4. Village of your living place	Drop-down list of all villages in selected commune	
1.5. Name of respondent	.....
1.6. Sex *	0 = Female 1 = Male	
1.7. Age of respondent	.....
1.8. Origin of province *	1 = Phnom Penh 2 = Banteay Meanchey 3 = Battambang 4 = Kampong Cham 5 = Kampong Chhnang 6 = Kampong Speu 7 = Kampong Thom 8 = Kampot 9 = Kandal 10 = Koh Kong 11 = Kep 12 = Kratie 13 = Mondulkiri 14 = Oddar Meanchey 15 = Pailin 16 = Preah Sihanouk 17 = Preah Vihear 18 = Pursat 19 = Prey Veng 20 = Rattanakiri 21 = Siem Reap 22 = Stung Treng 23 = Svay Rieng 24 = Takeo 25 = Tboung Khmum 99 = Don't know	
1.9. Marital status *	1 = Single (never married) 2 = Married 3 = living with a partner 4 = Widowed 5 = Divorced/separated 6 = Other (specify).....	
1.9.1. How many children do you have?	.....	<i>This question will be asked if answer of 1.8 is not "1 = Single"</i>
1.9.2. Did your spouse migrate from the village with you? *	0 = No 1 = Yes	<i>This question will be asked if answer of 1.8 is not "1 = Single"</i>
1.9.3. What were the purposes your spouse came for? *	1 = Just come and live with me 2 = Work with me 3 = Seeking for a job 4 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 1.8 is not "1 = Single"</i>

	1.9.4. Did your child/children come with you? (children under 18) *	0 = No 1 = Yes	<i>This question will be asked if answer of 1.8.1 is not "0"</i>
	1.10. Level of education *	1 = No formal schooling 2 = Incomplete primary school 3 = Complete primary school 4 = Incomplete lower secondary school 5 = Complete lower secondary school 6 = Incomplete upper secondary school 7 = Complete upper secondary school 8 = Higher than upper secondary school 9 = Technical/vocational 10 = Other (specify)..... 99 = Don't know	
	1.11. Do you speak any language (communicable) beside Khmer?	0 = No 1 = Yes	
	1.11.1. If yes, what are they?	1 = Thai 2 = Mandarin 3 = Vietnamese 4 = Korean 5 = Malay 6 = English 7 = French 8 = Japanese 9 = Arabic 10 = Other (specify)..... 99 = Don't know	
	1.12. Sector of current job *	1 = Manufacturing 2 = Hotel 3 = Guesthouse 4 = Restaurant 5 = Construction 6 = Security	
	1.13. How many years ago did you migrate from the village?	.....
	1.14. Did you migrate after you stopped studying, completed high school or while you were studying?	1 = After I stopped studying 2 = After I completed high school 3 = While I were studying	
	1.14.1. How many complete years before you migrated for work did you stop studying or complete high school?	.....	<i>This question will be asked if the answer of 1.14 is "1 = After I stopped studying or 2 = After I completed high school"</i>
	1.15. Does your parents live together?	0 = No 1 = Yes	
	1.16. If no, why?	1 = They are divorced 2 = One of them died 3 = They both died 4 = They are just living in different place	<i>This question will be asked if the answer of 1.15 is "0 = No"</i>
	1.17. If they are divorced or they are just living in different place, where does your father live?	1 = He lives with me 2 = He lives here (province or city of respondent's current workplace) but not with me 3 = He lives at my hometown	<i>This question will be asked if the answer of 1.16 is "1 = They are divorced or 4</i>

	4 = He lives in another province (different from my hometown) 5 = He lives in another country 6 = Other (specify)..... 99 = Don't know	= They are just living in different place"
1.18. If they are divorced or they are just living in different place, where does your mother live?	1 = She lives with me 2 = She lives here (province or city of current workplace of respondent) but not with me 3 = She lives at my hometown 4 = She lives in another province (different from my hometown) 5 = She lives in another country 6 = Other (specify)..... 99 = Don't know	This question will be asked if the answer of 1.16 is "1 = They are divorced or 4 = They are just living in different place"
1.19. If one of them died, where does he/she live?	1 = He/she lives with me 2 = He/she lives here (province or city of respondent's current workplace) but not with me 3 = He/she lives at my hometown 4 = He/she lives in another province (different from my hometown) 5 = He/she lives in another country 6 = Other (specify)..... 99 = Don't know	This question will be asked if the answer of 1.16 is "2 = One of them died"
1.20. If your parents live together, where do they live?	1 = They live with me 2 = They live here (province or city of respondent's current workplace) but not with me 3 = They live in another province (different from my hometown) 4 = They live in another country 5 = Other (specify)..... 99 = Don't know	This question will be asked if the answer of 1.15 is "1 = Yes"
1.21. What was the main purpose of your first internal migration?	1 = Find/get a job 2 = Live with relatives 3 = Live with husband/wife 4 = Continue studying 5 = Lived with monks 6 = Help relatives in their business without getting paid 7 = Other (specify)..... 99 = Don't know	
<i>If the main purpose of respondent's first internal migration was different from "1 = Found/got a job", Please stop the interview.</i>		
Section II: The Past Life before First Internal Migration		
2.1. What was your main occupation before your first migration? *	1 = Farmer 2 = Fisherman 3 = Helped my family in farming/family business 4 = Worker (occasional/seasonal) 5 = Student 6 = Self-employed 7 = Housewife/ male housewife 8 = Unemployed 9 = Other (specify)..... 99 = Don't know	
2.2. Why did you decide to migrate? ***	1 = I want to make a high income and be successful	

	<p>2 = I cannot find local work (unemployed)</p> <p>3 = The salary in the village is too low</p> <p>4 = I come from a poor family and I have to support them</p> <p>5 = I cannot continue with my studies and cannot find local job</p> <p>6 = Life is easier at the city (food, water, electricity, shopping)</p> <p>7 = I want to save money</p> <p>8 = I have to pay debts</p> <p>9 = I Just want to leave the village</p> <p>10 = I feel pressurized to leave the village</p> <p>11= I want to live with relatives or friends</p> <p>13 = To work in a good environment</p> <p>14 = To have good working conditions</p> <p>15 = To improve my skills</p> <p>16 = To find a love partner</p> <p>17 = Other (specify).....</p> <p>99 = Don't know</p>	
2.3. Where was the destination of your first migration? *	<p>1 = Inside the country</p> <p>2 = Outside the country</p>	
A. For a respondent who migrated internally for her/his first migration		
2.3.1. Why was the destination of your first migration inside the country?	<p>1 = It is easy to visit my family if I live inside the country</p> <p>2 = There are many jobs available inside the country</p> <p>3 = It is easier to get a job inside the country</p> <p>4 = Salary or wage inside country is acceptable</p> <p>5 = I have relatives/friends to live with at the destination inside the country</p> <p>6 = Living in the destination inside the country is safe and easy</p> <p>7 = Working in the destination inside the country is safe and easy</p> <p>8 = My health condition is not good to go abroad</p> <p>9 = Legal cross-border migration is too expensive</p> <p>10 = I'm afraid of being trafficked abroad</p> <p>11 = My family does not allow me to go abroad</p> <p>12 = I don't have any relatives/friend abroad</p> <p>13 = I am too young to go and work abroad</p> <p>14 = I'm afraid of difficulties living abroad</p> <p>15 = I'm afraid of difficulties working abroad</p> <p>16 = I'm afraid of getting arrested by local authorities abroad</p> <p>17 = I don't want to be an illegal migrant</p>	<p><i>This question will be asked if answer of 2.3 is "1 = Inside the country"</i></p>

		18 = Other (specify)..... 99 = Don't know	
	2.3.2. Did you ask anybody for information on job opportunities outside your village inside Cambodia? *	0 = No 1 = Yes	This question will be asked if answer of 2.3 is "1 = Inside the country"
	2.3.3. How did you know about job opportunity there? ***	0 = I went there without any job information 1 = Relatives 2 = Friends 3 = Intermediary or broker 4 = Recruitment agency staff 5 = Neighbor 6 = Local authorities 7 = National agency staff 8 = NGO staff 9 = Employer 10 = TV 11 = Radio 12 = Newspaper 13 = Flyer or leaflet 14 = Automatic Phone Call 15 = Facebook 16 = Internet/Website 17 = Other (specify)..... 99 = Don't know	This question will be asked if answer of 2.3 is "1 = Inside the country"
A.1. For a respondent who migrated internally with job information for her/his first migration			
	2.3.3.1. If someone told you, how would they have shared job information with you? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	This question will be asked if answer of 2.3.2 is from "1 = Relatives" to "9 = employer"
	2.3.4. What information did you know about that job? ***	1 = Name of establishment 2 = Salary 3 = Other benefits 4 = Position 5 = Required skill 6 = Place of work 7 = Place to stay 8 = Working condition 9 = Working environment 10 = Other (specify)..... 99 = Don't know	This question will be asked if answer of 2.3 is "1 = Inside the country"
	2.3.5. If someone told you about the job information, what conditions of accommodation between you and that person/those people were you told? ***	1 = Shared room or house with relatives/friends 2 = Stayed near relatives/friends room or house 3 = Stayed far from relatives/friend's room or home 4 = Other (specify)..... 99 = Don't know	This question will be asked if answer of 2.3 is "1 = Inside the country"
	2.3.6. If someone shared with you job information, what conditions of workplace between you and that person/those people were you told? ***	1 = Worked in same workplace with relatives/friends 2 = Worked near relatives/friends workplace 3 = Worked far from relatives/friends 4 = Other (specify).....	

		99 = Don't know	
2.3.7. What things were you told that you had to do in order to get a job? ***	0 = Just went there and then could start working 1 = Applied resume or application form 2 = Provided personal legal documents 3 = Got interviewed 4 = Did capacity test 5 = Other (specify)..... 99 = Don't know		This question will be asked if answer of 2.3 is "1 = Inside the country"
2.3.8. Who did you travel with when you left the village? ***	1 = Alone 2 = Relative in the village 3 = Relative who have the job there 4 = Friend in the village 5 = Friend who have the job there 6 = Neighbour 7 = Intermediary 8 = Other people who I have never known before 9 = Other (specify) 99 = Don't know		This question will be asked if answer of 2.3 is "1 = Inside the country"
2.3.9. What things were you actually required to do there when you arrived in order to get a job? ***	0 = Nothing, could start working immediately 1 = Applied resume or application form 2 = Provided personal legal documents 2 = Got interviewed 3 = Did capacity test 4 = Other (specify)..... 99 = Don't know		This question will be asked if answer of 2.3 is "1 = Inside the country"
2.3.10. When you arrived your destination of migration, how long did you spend to find/get a job?	.....		This question will be asked if answer of 2.3 is "1 = Inside the country"
A.2. For a respondent who migrated internally without job information for her/his first migration			
2.3.11. If you had left the village without receiving any job information, did you set your migration destination? *	0 = No 1 = Yes		This question will be asked if answer question of 2.3.2 is "0 = I went there without any job information"
2.3.12. If you had left the village without receiving any job information, did you set the type of job you wanted to do? *	0 = No 1 = Yes		This question will be asked if answer question of 2.3.2 is "0 = I went there without any job information"
2.3.13. If you had left the village without receiving any job information, did you set the salary you wished for? *	0 = No 1 = Yes		This question will be asked if answer question of 2.3.2 is "0 = I went there without any job information"
2.3.14. Who did you travel with when you left the village? ***	1 = Alone 2 = Relative in the village 3 = Relative who have the job there 4 = Friend in the village		This question will be asked if answer question of 2.3.2 is "0 =

		5 = Friend who have the job there 6 = Neighbour 7 = Intermediary 8 = Other people who I have never known before 9 = Other (specify) 99 = Don't know	<i>I went there without any job information</i>
	2.3.15. When you arrived the destination, where did you stay?	1 = Shared room or house with relatives/friends 2 = Stayed near relatives/friend's room or house 3 = Stayed far from relatives/friend's room or home 4 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer question of 2.3.2 is "0 = I went there without any job information"</i>
	2.3.16. If you had left the village without receiving any job information, how did you find a job? ***	1 = Looked at banners or boards 2 = Asked acquaintance about job information 3 = Asked unknown people about job information 4 = Listened to radio 5 = Watched TV 6 = Asked information from national agency 7 = Asked information from NGO 8 = Employer saw me and then gave me a job 9 = Others (specify) 99 = Don't know	<i>This question will be asked if answer question of 2.3.2 is "0 = I went there without any job information"</i>
	2.3.17. What things were you required to do in order to be offered a job? ***	1 = Applied resume or application form 2 = Provided personal legal documents 3 = Got interviewed 4 = Did capacity test 5 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer question of 2.3.2 is "0 = I went there without any job information"</i>
	2.3.18. When you arrived your destination of migration, how long did you spend to find a job?	.....	<i>This question will be asked if answer question of 2.3.2 is "0 = I went there without any job information"</i>
	2.3.19. When you got a job, did it match your set destination? *	0 = No 1 = Yes	<i>This question will be asked if answer question of 2.3.2 is "0 = I went there without any job information"</i>
	2.3.20. When you got a job, did you receive a job you wished for? *	0 = No 1 = Yes	<i>This question will be asked if answer question of 2.3.2 is "0 = I went there without any job information"</i>
B. For a respondent who migrated externally for her/his first migration			
	2.3.21. If it was outside country, where did you go? *	1 = Thailand 2 = Malaysia 3 = Republic of Korea	<i>This question will be asked if answer of 2.3 is</i>

		4 = China 5 = Singapore 6 = Japan 7 = Middle East 8 = Other (specify)..... 99 = Don't know	"2 = Outside the country"
	2.3.22. How long did you work there for your first migration?	.....	This question will be asked if answer of 2.3 is "2 = Outside the country"
	2.3.23. What type of job did you work there for your first migration? *	1 = Construction 2 = Domestic 3 = Agriculture 4 = Fishing 5 = Restaurant 6 = Hotel 7 = Garment 8 = Food and beverage 9 = Other (specify)..... 99 = Don't know	This question will be asked if answer of 2.3 is "2 = Outside the country"
	2.3.24. Did you ask someone to inform you if there were job opportunities abroad? *	0 = No 1 = Yes	This question will be asked if answer of 2.3 is "2 = Outside the country"
	2.3.25. How did you know about job opportunities there? ***	0 = I went there without any job information 1 = Relatives 2 = Friends 3 = Intermediary or broker 4 = Recruitment agency staff 5 = Neighbor 6 = Local authorities 7 = National agency staff 8 = NGO staff 9 = Employer 10 = TV 11 = Radio 12 = Newspaper 13 = Flyer or leaflet 14 = Automatic Phone Call 15 = Facebook 16 = Internet/Website 17 = Other (specify)..... 99 = Don't know	This question will be asked if answer of 2.3 is "2 = Outside the country"
	2.3.25.1. If someone told you, how did they share job information with you? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	This question will be asked if answer of 2.3.22 is from "1 = Relatives" to "9 = Employer"
	2.3.26. Why did you decide to go there for your first migration? ***	1 = Salaries are higher than inside the country 2 = There are more jobs available abroad 3 = It is easier to get a job abroad 4 = I have relatives/friends living abroad 6 = Living abroad is safe and easy	This question will be asked if answer of 2.3 is "2 = Outside the country"

		<p>7 = Working abroad is safe and easy 8 = Working conditions are better than job inside the country 9 = I want to explore a new country 10 = To see if there are available products to bring and sell in Cambodia 11 = I cannot find jobs in Cambodia 12 = People who migrate abroad are more successful 13 = It is what my family and/or friends want me to do 14 = Other (specify)..... 99 = Don't know</p>	
	2.3.27. Who did you travel with when you went there? ***	<p>1 = Alone 2 = Relative in the village 3 = Relative who have the job there 4 = Friend in the village 5 = Friend who have the job there 6 = Neighbour 7 = Intermediary 8 = People who never known before 9 = Other (specify) 99 = Don't know</p>	<i>This question will be asked if answer of 2.3 is "2 = Outside the country"</i>
	2.3.28. Why did you decide to come back to Cambodia? ***	<p>1 = Working conditions abroad were bad 2 = Living conditions abroad were bad 3 = Received low wage 4 = Missed home 5 = Maltreatment 6 = Relatives asked to come back 7 = There were job available inside the country 8 = Other (specify) 99 = Don't know</p>	<i>This question will be asked if answer of 2.3 is "2 = Outside the country"</i>
	2.3.29. Have you ever gone back to the destination of your first migration? *	<p>0 = No 1 = Yes</p>	<i>This question will be asked if answer of 2.3 is "2 = Outside the country"</i>
	2.3.30. Have you ever migrated to another country? *	<p>0 = No 1 = Yes</p>	<i>This question will be asked if answer of 2.3 is "2 = Outside the country"</i>
	2.3.31. Would you go back to the destination of your first migration again? *	<p>0 = No, I would not go there again 1 = Yes, I would if there is a chance 2 = Yes, I plan already 99 = Don't know</p>	<i>This question will be asked if answer of 2.3 is "2 = Outside the country"</i>
	2.3.32. How many times of external migration you made before you decided to do first time internal migration?	.....	<i>This question will be asked if answer of 2.3 is "2 = Outside the country"</i>
Section III: First Time as Internal Migrant (Inside Cambodia)			
	3.1. Did your working conditions of first internal migration meet your expectations? *	<p>1 = It was better than my expectation 2 = It was like my expectation 3 = It was a bit worse than my expectation 4 = It was much worse than my expectation</p>	

	5 = I never expect before 99 = Don't know	
3.2. Did your living conditions of first internal migration meet your expectations? *	1 = It was better than my expectation 2 = It was like my expectation 3 = It was a bit worse than my expectation 4 = It was much worse than my expectation 5 = I never expect before 99 = Don't know	
3.3. Did your salary of your first internal migration meet your expectations? *	1 = It was better than my expectation 2 = It was like my expectation 3 = It was a bit worse than my expectation 4 = It was much worse than my expectation 5 = I never expect before 99 = Don't know	
3.4. What was the type of your first job as an internal migrant? *	1 = Garment, footwear and apparel 2 = Other manufacturing 3 = Construction 4 = Hospitality 5 = Security 6 = Fishing 7 = Agriculture 8 = Transportation 9 = Handicraft and carpentry 10 = Domestic work 11 = Other (specify)..... 99 = Don't know	
3.5. Where was the destination of your first job as an internal migrant? *	1 = Phnom Penh 2 = Banteay Meanchey 3 = Battambang 4 = Kampong Cham 5 = Kampong Chhnang 6 = Kampong Speu 7 = Kampong Thom 8 = Kampot 9 = Kandal 10 = Koh Kong 11 = Kep 12 = Kratie 13 = Mondulkiri 14 = Oddar Meanchey 15 = Pailin 16 = Preah Sihanouk 17 = Preah Vihear 18 = Pursat 19 = Prey Veng 20 = Rattanakiri 21 = Siem Reap 22 = Stung Treng 23 = Svay Rieng 24 = Takeo 25 = Tboung Khmum 99 = Don't know	
3.6. Why did you accept that job? ***	1 = Acceptable salary 2 = Good working condition 3 = Could learn good skill 4 = Introduced by relative/friend 5 = Could work with relative/friend	

	6 = Could live with relative/friend 7 = Easy to visit home 8 = No any experience 9 = No any acquired skill 10 = Easy job 11 = Free accommodation 12 = Free meal 13 = It was a good work 14 = No choice 15 = Other (specify)..... 99 = Don't know	
3.7. Were you required to learn new skill for your first job as an internal migrant? *	0 = No, I had acquired skill already 1 = Yes 2 = I already had skills which employer needs 99 = Don't know	
3.7.1. If yes, how much time did you take to learn until you got the full speed of your performance?	.....	<i>This question will be asked if answer question of 3.7 is "1 = Yes"</i>
What were the benefits beside the salary did you receive from your fist job as internal migrant? ***	1 = Bonuses 2 = Free accommodation 3 = Accommodation allowance 4 = Free meal 5 = Food allowance 6 = Provide transportation from accommodation to workplace 7 = Transportation allowance 8 = Free electricity bill 9 = Free water bill 10 = Medical insurance 11 = Accidental Insurance 7 = Premium rate 8 = Seniority rate 9 = Holiday 10 = Paid leave 10 = Overtime pay 12 = Tips from customers 13 = Big festival bonus 15 = Maternity allowance 16 = Commission 17 = Punctuality allowance 18 = Piece rate 19 = Untaken annual leave pay 20 = Other (specify)..... 99 = Don't know	
Section IV: Work Path from First Job to Current Job inside Cambodia		
4.1. Have you ever changed jobs/positions? *	0 = No 1 = Yes	
4.1.1. How many times have you changed your jobs/positions until now?	.....	<i>This question will be asked if answer question of 4.1 is "1 = Yes"</i>
4.1.2. Have you ever changed sector? *	0 = No 1 = Yes	<i>This question will be asked if answer question of 4.1 is "1 = Yes"</i>

	4.1.2.1. How many sectors have you changed?	.....	<i>This question will be asked if answer question of 4.1.2 is "1 = Yes'</i>
	4.1.3. How long did you work for your first internal job?	.....	<i>This question will be asked if answer question of 4.1 is "1 = Yes'</i>
	4.2. What do you think about the salary of your current job? *	1 = Very bad 2 = Bad 3 = Neither good nor bad 4 = Good 5 = Very good 99 = Don't know	
	4.3. What do you think about the benefits of your current job? *	1 = Very bad 2 = Bad 3 = Neither good nor bad 4 = Good 5 = Very good 99 = Don't know	
	4.4. What do you think about the working conditions of your current job? *	1 = Very bad 2 = Bad 3 = Neither good nor bad 4 = Good 5 = Very good 99 = Don't know	
	4.5. What do you think about your current living conditions? *	1 = Very bad 2 = Bad 3 = Neither good nor bad 4 = Good 5 = Very good 99 = Don't know	
	4.6. What are the benefits that you receive for your current job? ***	1 = Bonuses 2 = Free accommodation 3 = Accommodation allowance 4 = Free meal 5 = Food allowance 6 = Provide transportation from accommodation to workplace 7 = Transportation allowance 8 = Free electricity bill 9 = Free water bill 10 = Medical insurance 11 = Accidental Insurance 7 = Premium rate 8 = Seniority rate 9 = Holiday 10 = Paid leave 10 = Overtime pay 12 = Tips from customers 13 = Big festival bonus 15 = Maternity allowance 16 = Commission 17 = Punctuality allowance 18 = Piece rate 19 = Untaken annual leave pay 20 = Other (specify)..... 99 = Don't know	
	4.7. How much is your monthly		

salary/wage excluding benefits?	.....
4.8. How much money can you receive from benefits per month?	.....
4.9. How much money do you spend per month, in average?	.....
4.10. Do you save money? *	0 = No 1 = Yes 88 = No answer	
4.10.1. How much money can you save per month?	.....	<i>This question will be asked if answer question of 4.10 is "1 = Yes"</i>
4.11. Do you owe money to anybody? *	0 = No 1 = Yes 88 = No answer	
4.12. Have you ever sent money to your family? *	0 = No 1 = Yes 88 = No answer	
4.12.1. How much money can you send to family per month?	.....	<i>This question will be asked if answer question of 4.12 is "1 = Yes"</i>
4.12.2. What ways have you used to send them money? ***	1 = Through other friends or Relatives 2 = Taxi/Bus 3 = Bank or MFI 4 = Money transfer agency (small business) 5 = Money transfer agency company (Wing) 6 = Other (specify)..... 88 = No answer 99 = Don't know	<i>This question will be asked if answer question of 4.12 is "1 = Yes"</i>
Section V: Migrant Worker as Intermediary and Job Seeker		
5.1. Have you been requested by anyone to find work for him/her?*	0 = No 1 = Yes	
5.2. Have you encouraged anyone to come to work by telling them about job opportunities? ***	0 = No 1 = Yes	
5.2.1. If yes, how many times have you told them?	.....	<i>This question will be asked if answer question of 5.2 is "1 = Yes"</i>
5.2.2. If yes, who did you tell? ***	1 = Relative 2 = Friend 3 = Fellow villager 4 = Acquaintance 5 = Other (specify).....	<i>This question will be asked if answer question of 5.2 is "1 = Yes"</i>
5.2.3. If yes, how did you tell them? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify).....	<i>This question will be asked if answer question of 5.2 is "1 = Yes"</i>

		99 = Don't know	
	5.2.4. Were there any problems taken place when you shared job information with someone? *	0 = No 1 = Yes	<i>This question will be asked if answer question of 5.2 is "1 = Yes"</i>
	5.2.5. So would you still continue sharing job information with others? *	0 = No, I would stop sharing 1 = Yes, I would continue	<i>This question will be asked if answer question of 5.2 is "1 = Yes"</i>
	5.2.5.1. If yes, who would share job information with? ***	1 = Relatives 2 = Friends 3 = Fellow villagers 4 = Acquaintance 5 = Other (specify)..... 99 = Don't know	
	5.2.5.2. If yes, how would you share it with her/him/them? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer question of 5.2.5 is "1 = Yes"</i>
	5.2.5.3. If yes, would you consider to tell them only when:		<i>This question will be asked if answer question of 5.2.5 is "1 = Yes"</i>
	5.2.5.3.1. It was a job in your workplace *	0 = No 1 = Yes	
	5.2.5.3.2. It was a job nearby your workplace and in the same sector *	0 = No 1 = Yes	
	5.2.5.3.3. It was a job in different workplace where he/she/they did not know anyone before but in the same sector *	0 = No 1 = Yes	
	5.2.5.3.4. It was a job nearby your workplace and in different sector *	0 = No 1 = Yes	
	5.2.5.3.5. It was a job in different workplace where he/she/they did not know anyone and in different sector *	0 = No 1 = Yes	

5.3. Have you ever helped someone to get a job? *	0 = No 1 = Yes	
5.3.1. If yes, how many people have you helped?	.....	<i>This question will be asked if answer question of 5.3 is "1 = Yes"</i>
5.3.2. Who are they? ***	1 = Relative 2 = Friend 3 = Fellow villager 4 = Acquaintance 5 = Other (specify).....	<i>This question will be asked if answer question of 5.3 is "1 = Yes"</i>
5.3.3. If you ever helped someone get a job, did you help her/him/them to get that job when:		<i>This question will be asked if answer question of 5.3 is "1 = Yes"</i>
5.3.3.1. It was a job in your workplace *	0 = No 1 = Yes	
5.3.3.2. It was a job nearby your workplace and in the same sector *	0 = No 1 = Yes	
5.3.3.3. It was a job in a different workplace where he/she/they did not know anyone before but in the same sector *	0 = No 1 = Yes	
5.3.3.4. It was a job nearby your workplace and in different sector *	0 = No 1 = Yes	
5.3.3.5. It was a job in different workplace where he/she/they did not know anyone and in different sector *	0 = No 1 = Yes	
5.3.3.6. You and he/she/they could share the room/house together *	0 = No 1 = Yes	
5.3.3.7. He/she/they could stay near your living place *	0 = No 1 = Yes	
5.3.3.8. He/she/they stayed in a place where he/she/they did not know anyone before *	0 = No 1 = Yes	
5.3.4. Were there any problems taken place when you helped someone to get a job? *	0 = No 1 = Yes	
5.3.5. So would you still continue helping others to get a job? ***	0 = No 1 = I would help my relatives 2 = I would help my friends 3 = I would help my fellow villagers	

		4 = I would help any acquaintance 5 = Other (specify)..... 99 = Don't know	
5.4.	Have you ever known about any job information for yourself? *	0 = No 1 = Yes	
	5.4.1. If yes, how have you known about this/these job information? ***	1 = Relatives 2 = Friends 3 = Intermediary or broker 4 = Recruitment agency staff 5 = Neighbor 6 = Local authorities 7 = National agency staff 8 = NGO staff 9 = Colleague 10 = Employer of other workplaces 11 = TV 12 = Radio 13 = Newspaper 14 = Flyer or leaflet 15 = Automatic Phone Call 16 = Facebook 17 = Internet/Website 18 = Other (specify)..... 99 = Don't know	
	5.4.2. If someone told you, how did he/she/they share you the job information? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 5.4.1 is from "1 = Relatives" to "9 = Colleague"</i>
5.5.	What are the things that you want to know from a job announcement before deciding to apply for or accept that job? ***	1 = Salary 2 = Job position 3 = Number of wanted staff 4 = Age of wanted workers 5 = Requirement of experience or language 6 = Gender 7 = Overtime payment 8 = Working hours 9 = Bonuses 10 = Accommodation 11 = Food 12 = Insurance 13 = Other (specify)..... 99 = Don't know	
Section VI: Mass Media and Communication			
6.1.	How often do you visit your hometown? *	0 = Never visit 1 = 1 time/year 2 = 2 time/year 3 = 3 time/year 4 = 4 time/year 5 = 5 time/year 6 = More than 5 time/year	
6.2.	How often do you listen to radio? *	1 = Never 2 = Rarely 3 = Daily 4 = Weekly	

		5 = Monthly	
6.3.	How often do you watch TV? *	1 = Never 2 = Rarely 3 = Daily 4 = Weekly 5 = Monthly	
6.4.	Do you own a phone? *	0 = No 1 = Yes	
	6.4.1. How many phones do you have?	.....	<i>This question will be asked if answer of 6.4 is "1 = Yes"</i>
	6.4.2. How many SIM cards do you use?	.....	<i>This question will be asked if answer of 6.4 is "1 = Yes"</i>
	6.4.3. What types of phone do you use? *	1 = Non-smart phone 2 = Smart phone 3 = Both	<i>This question will be asked if answer of 6.4 is "1 = Yes"</i>
	6.4.4. Can you give me your phone number?	.....	<i>This question will be asked if answer of 6.4 is "1 = Yes"</i>
	6.4.5. How often do you send messages to your friends or relatives in the town or city? *	0 = I don't have friends/relatives in town/city 1 = Never 2 = Rarely 3 = Daily 4 = Weekly 5 = Monthly	<i>This question will be asked if answer of 6.4 is "1 = Yes"</i>
	6.4.6. How often do you send messages to your friends or relatives abroad in the last 12 months? *	0 = I don't have friends/relatives abroad 1 = Never 2 = Rarely 3 = Daily 4 = Weekly 5 = Monthly	<i>This question will be asked if answer of 6.4 is "1 = Yes"</i>
	6.4.7. How often do you change your phone number? *	0 = Never change 1 = Weekly 2 = Monthly 3 = Yearly 4 = Every 2 or 3 years 5 = More than 3 years 6 = When the credit is finished 7 = when the sim was break or lose	<i>This question will be asked if answer of 6.4 is "1 = Yes"</i>
	6.4.8. Are you interested on receiving job information through phone? *	0 = No 1 = Yes	<i>This question will be asked if answer of 6.4 is "1 = Yes"</i>
6.5.	How often do you call your friends or relatives in the town or city inside Cambodia? *	0 = I don't have friends/relatives in the town/city 1 = Never 2 = Rarely 3 = Daily 4 = Weekly 5 = Monthly	
6.6.	How often do you call your friends or relatives abroad? *	0 = I don't have friends/relatives abroad	

	1 = Never 2 = Rarely 3 = Daily 4 = Weekly 5 = Monthly	
6.7. Do you have your own Facebook account?	0 = No 1 = Yes	
6.7.1. How often did you use Facebook in your smart phone with your own Facebook account? *	1 = Never 2 = Rarely 3 = Daily 4 = Weekly 5 = Monthly	<i>This question will be asked if answer of 6.7 is "1 = Yes" and 6.4.3 is "2 = Smart phone or 3 = Both" and 6.7 is "1 = Yes"</i>
6.7.2. How often do you use Facebook in your friend/relative's smart phone or computer with your own Facebook account? *	1 = Never 2 = Rarely 3 = Daily 4 = Weekly 5 = Monthly	<i>This question will be asked if answer of 6.7 is "1 = Yes"</i>
6.7.3. If you have own Facebook account, are you interested on receiving job information through Facebook? *	0 = No 1 = Yes	<i>This question will be asked if answer of 6.7 is "1 = Yes"</i>
6.8. Do you know how to surf the internet?	0 = No 1 = Yes	
6.8.1. How often do you surf internet in your smart phone? *	1 = Never 2 = Rarely 3 = Daily 4 = Weekly 5 = Monthly	<i>This question will be asked if answer of 6.8 is "1 = Yes" and 6.4.3 is "2 = Smart phone or 3 = Both"</i>
6.8.2. How often do you use Internet in your friend/relative's smart phone or computer? *	1 = Never 2 = Rarely 3 = Daily 4 = Weekly 5 = Monthly	<i>This question will be asked if answer of 6.8 is "1 = Yes"</i>
6.8.3. If you use, would you be interested on surfing information about jobs in your sector through a website/Facebook? *	0 = No 1 = Yes	<i>This question will be asked if answer of 6.8 is "1 = Yes"</i>
6.9. Would you consider giving the phone number of your relatives, friends or other people who you know and is seeking for a job to the employer? *	0 = No, I won't 1 = Yes, I will 2 = Yes, I will but only after getting permission from phone number owner	
6.9.1. If not, why would you not give their phone numbers to employer? ***	0 = Never known anyone phone number 1 = Don't trust 2 = Don't want to help others 3 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 6.14 is "0 = No, I won't"</i>

APPENDIX 4: Questionnaires for Potential Migrants

Interviewer Name	
Interviewer No.	
Date of Interview	/ / 2016
Interview Length	From: To:

Informed Consent

Hello, my name isI work for Open Institute as data collector.

The Open Institute is conducting a survey on “Internal Migration”. The study aims to understand knowledge and attitude of villagers toward the access of job information. Specifically, it aims to understand what do they know and expect from a job, what they fear, who do they trust, and other factors that might affect their decision to migrate. It also aims to identify the reasons behind the decision of whether to migrate internally or cross-border.

All information you provide will be highly kept as confidential and will not be seen by anyone outside of the research team. This is not a test and there is no right or wrong answer.

Your information is of vital importance to us and we hope you can be involved in the interview. It is your choice whether or not to take part in this interview. If you do choose to participate, you have the right not to answer any question or to stop the interview at any time.

This interview will be taken approximately 15 minutes.

Do you have any question for us? Yes No

Do I have your permission to proceed the interview? Yes No

Questions	Response	Skip Rule
* = "Single response is allowed" and *** = "Multiple responses are allowed"		
Section I: Information Profile		
1.1. Province	Drop-down list of all provinces	
1.2. District	Drop-down list of all districts in selected province	
1.3. Commune	Drop-down list of all communes in selected district	
1.4. Village	Drop-down list of all villages in selected commune	
1.5. Name of respondent	.....
1.6. Sex *	0 = Female 1 = Male	
1.7. Age of respondent	.....
1.8. Marital status	1 = Single (never married) 2 = Married 3 = living with partner 4 = Widowed 5 = Divorced/separated 6 = Other (specify).....	
1.8.1. How many children do you have?	.....	<i>This question will be asked if answer of 1.8 is not "1 = Single"</i>
1.9. Level of education *	1 = No formal schooling 2 = Incomplete primary school 3 = Complete primary school 4 = Incomplete lower secondary school 5 = Complete lower secondary school 6 = Incomplete upper secondary school 7 = Complete upper secondary school 8 = Higher than upper secondary school 10 = Other (specify)..... 99 = Don't know	
1.10. Main Occupation *	1 = Farmer 2 = Fisherman 3 = Just help my family in farming/family business 4 = Worker (occasional/seasonal) 5 = Student 6 = Self-employed 7 = Housewife/ male housewife 8 = Unemployed 9 = Other (specify).....	<ul style="list-style-type: none"> • If the answer of this question is "5 = Student", please continue to questions 1.10.1. But must be skipped question 1.10.2&1.10.3 • If the answer of this question is "3 = Just help my family in farming/family business" or "8 = Unemployed", please continue to questions 1.10.2. But must be skipped question 1.10.1&1.10.3 • If the answer of

			<p>this question is "7 = Housewife/ male housewife", please skip question 1.10.1, 1.10.1.1, 1.10.2 & 1.10.3</p> <ul style="list-style-type: none"> If the answer of this question is "1 = Famer or 2 = Fisherman or 4 = Worker or 6 = Self-employed", please continue to question 1.10.3
	1.10.1. If you are a student, do you have enough time to go to school? *	0 = No 1 = Yes	<i>This question will be asked if answer of 1.10 is "4 = Student"</i>
	1.10.1.1. Do you think that you will study until you finish high school? *	0 = No 1 = Yes 99 = Don't know	<i>This question will be asked if answer of 1.10.1 is "0 = No"</i>
	1.10.2. If you are unemployed or just help your family in farming/family business, does your family cover all your living expenses? *	0 = No 1 = Yes 2 = Some of my expenses	<i>This question will be asked if answer of 1.10 is "3 = Just help my family in farming/family business" or "8 = Unemployed"</i>
	1.10.3. How much money do you earn per month from your main occupation?	.....	<i>This question will be asked if answer of 1.10 is either "1 = Farmer", or "2 = Fisherman", or "4 = worker", or "6 = Self-employed", or "9 = Other"</i>
	1.11. Do you have other occupations beside your main occupation? *	0 = No 1 = Yes	
	1.11.1. How much money do you earn from other occupations per month beside your main occupation?	.....	<i>This question will be asked if answer of 1.11 is "1 = Yes"</i>
	1.12. Does your family (parents, brother or sister, or relatives) support you some money for living expense? *	0 = No 1 = Yes	
	1.12.1. If yes, how much money do you receive from your family per month?	.....	<i>This question will be asked if answer of 1.12 is "1 = Yes"</i>
	1.13. Does your family have card that allows not to pay for health care serviced in health	0 = No 1 = Yes 99 = Don't know	

center? *		
1.14. Are there any jobs available near your village, which you be able to come back home for at night? *	0 = No 1 = Yes 99 = Don't know	
1.15. In the last 12 months, did your village suffer any natural disasters?	0 = No 1 = Yes 99 = Don't know	
1.15.1. If yes, what were types of natural disaster did your village suffer?	1 = Thunderstorms and lightning 2 = Floods 3 = Drought 4 = Wildfire 5 = Pandemic disease 6 = Pets disease 7 = Plant disease 8 = Landslides 9 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 1.15 is "1 = Yes"</i>
1.16. Have you migrated before in purpose to finding job (at least 3 month)? *	0 = No 1 = Yes 99 = Don't know	
1.17. Do you owe to anybody?	0 = No 1 = Yes 88 = Don't want answer	
1.18. Do your family owe to anybody? (For single respondents, family referred to parent. For married respondents, family referred to spouse or children. For respondents who were divorced or living separate, family referred to their children)	0 = No 1 = Yes 99 = Don't know 88 = Don't want answer	

The potential migrants would be defined by level of education, monthly income, having job available near village and having ID poor card.

- *If level of education of respondent is incomplete upper secondary or lower than that, 1 score will be given.*
- *If monthly income of respondent is lower than \$100 or he/she has no income, 1 score will be given.*
- *If there is no job available near respondent's village, 1 score will be given.*
- *If respondent's family have ID poor card, 1 score will be given.*

If total score is ≥ 3 , that respondent will be considered as a potential migrant. However, if a respondent earns over \$300 or he/she used to migrate, he/she is not a potential migration. If a respondent is not potential migrant, please stop the interview.

Section II: Knowledge & Attitude Toward Job Information		
A: Source & Job Information		
2.1. Have you ever considered searching for a job outside the village? *	0 = No 1 = Yes	
2.2. If you have ever considered, have you ever asked anyone about job information within Cambodia? *	0 = No 1 = Yes	<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>
2.2.1. If yes, who did you ask? ***	1 = Relatives 2 = Friends 3 = Intermediary or broker 4 = Recruitment agency staff 5 = Neighbors 6 = Local authorities 7 = National agency staff 8 = NGO staff 9 = Employers 10 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.2 is "1 = Yes"</i>
2.2.2. If yes, how did you ask them (through what channel)? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.2 is "1 = Yes"</i>
2.3. Has anyone given you information about jobs within Cambodia? *	0 = No 1 = Yes	
2.3.1. If yes, who did tell you? ***	1 = Relatives 2 = Friends 3 = Intermediary or broker 4 = Recruitment agency staff 5 = Neighbor 6 = Local authorities	<i>This question will be asked if answer of 2.3 is "1 = Yes"</i>

		7 = National agency staff 8 = NGO staff 9 = Employers 10 = Other (specify)..... 99 = Don't know	
	2.3.2. If yes, how did they tell you (through what channel)? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.3 is "1 = Yes"</i>
	2.4. What do you think about the salaries of those who go to work in a town or city within Cambodia? *	1 = Very bad 2 = Bad 3 = Neither good nor bad 4 = Good 5 = Very good 99 = Don't know	<i>This question will be asked if answer of 2.2 is "1 = Yes" or/and 2.3 is "1 = Yes"</i>
	2.5. What do you think about the working conditions of those who go to work to a town or city within Cambodia? *	1 = Very bad 2 = Bad 3 = Neither good nor bad 4 = Good 5 = Very good 99 = Don't know	<i>This question will be asked if answer of 2.2 is "1 = Yes" or/and 2.3 is "1 = Yes"</i>
	2.6. What do you think about the living conditions of those who go to work in a town or city within Cambodia? *	1 = Very bad 2 = Bad 3 = Neither good nor bad 4 = Good 5 = Very good 99 = Don't know	<i>This question will be asked if answer of 2.2 is "1 = Yes" or/and 2.3 is "1 = Yes"</i>
	2.7. Has anyone offered you a job in Cambodia? *	0 = No 1 = Yes	
	2.7.1. If yes, who? ***	1 = Relatives 2 = Friends 3 = Intermediary or broker 4 = Recruitment agency staff 5 = Neighbor 6 = Local authorities 7 = National agency staff 8 = NGO staff 9 = Employers 10 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.4 is "1 = Yes"</i>
	2.7.2. If yes, how did they offer you the job (through what channel)? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.4 is "1 = Yes"</i>
	2.8. Have you ever asked anyone about job information abroad? *	0 = No 1 = Yes	
	2.8.1. If yes, who did you ask? ***	1 = Relatives 2 = Friends 3 = Intermediary or broker 4 = Recruitment agency staff 5 = Neighbor 6 = Local authorities 7 = National agency staff	<i>This question will be asked if answer of 2.8 is "1 = Yes"</i>

		8 = NGO staff 9 = Employers 10 = Other (specify)..... 99 = Don't know	
	2.8.2. If yes, how did you ask (through what channel)? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.8 is "1 = Yes"</i>
	2.9. Has anyone given you information about jobs abroad? *	0 = No 1 = Yes	
	2.9.1. If yes, who told you? ***	1 = Relatives 2 = Friends 3 = Intermediary or broker 4 = Recruitment agency staff 5 = Neighbor 6 = Local authorities 7 = National agency staff 8 = NGO staff 9 = Employers 10 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.9 is "1 = Yes"</i>
	2.9.2. If yes, how did they tell you (through what channel)? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.9 is "1 = Yes"</i>
	2.10. What do you think about the salaries of those who go to work abroad? *	1 = Very bad 2 = Bad 3 = Neither good nor bad 4 = Good 5 = Very good 99 = Don't know	<i>This question will be asked if answer of 2.8 is "1 = Yes" or/and 2.9 is "1 = Yes"</i>
	2.11. What do you think about the working conditions of those who go to work abroad? *	1 = Very bad 2 = Bad 3 = Neither good nor bad 4 = Good 5 = Very good 99 = Don't know	<i>This question will be asked if answer of 2.8 is "1 = Yes" or/and 2.9 is "1 = Yes"</i>
	2.12. What do you think about the living conditions of those who go to work abroad? *	1 = Very bad 2 = Bad 3 = Neither good nor bad 4 = Good 5 = Very good 99 = Don't know	<i>This question will be asked if answer of 2.8 is "1 = Yes" or/and 2.9 is "1 = Yes"</i>
	2.13. Has anyone offered you a job abroad? *	0 = No 1 = Yes	
	2.13.1. If yes, who offered you the job? ***	1 = Relatives 2 = Friends 3 = Intermediary or broker 4 = Recruitment agency staff 5 = Neighbor 6 = Local authorities 7 = National agency staff 8 = NGO staff	<i>This question will be asked if answer of 2.10 is "1 = Yes"</i>

		9 = Employers 10 = Other (specify)..... 99 = Don't know	
	2.13.2. If yes, how did they offer it to you (through what channel)? ***	1 = Phone 2 = In person 3 = Facebook 4 = Message 5 = Email 6 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.10 is "1 = Yes"</i>
	2.14. Beside people, what other sources provide you job information? ***	0 = No 1 = TV 2 = Radio 3 = Newspaper 4 = Flyer or leaflet 5 = Automatic Phone Call 6 = Facebook 7 = Internet/Website 8 = Other (specify)..... 99 = Don't know	
	2.15. What are the sources of job information (from who) that you trust? ***	1 = Relatives 2 = Friends 3 = Intermediary or broker 4 = Recruitment agency staff 5 = Neighbor 6 = Local authorities 7 = National agency staff 8 = NGO staff 9 = Employer 10 = Other (specify)..... 11=None 99 = Don't know	
	2.16. What other sources of job information (besides people) do you trust? ***	1 = TV 2 = Radio 3 = Newspaper 4 = Flyer or leaflet 5 = Automatic Phone Call 6 = Facebook 7 = Internet/Website 8 = Other (specify)..... 8 = None 99 = Don't know	
B: Thought of Migration			
	2.17. If you ever thought of finding a job outside the village, what were the reasons to do so? ***	1 = I want to make a high income and be successful 2 = I cannot find local work (unemployed) 3 = The salary in the village is too low 4 = I come from a poor family and I have to support them 5 = I cannot continue with my studies and cannot find local job 6 = Life is easier at the city (food, water, electricity, shopping) 7 = I want to save money 8 = I have to pay debts 9 = I Just want to leave the village 10 = I feel pressurized to leave the village 11= I want to live with relatives or friends 13 = To work in a good environment	<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>

	14 = To have good working conditions 15 = To improve my skills 16 = To find a love partner 17 = Other (specify)..... 99 = Don't know	
2.18. If you ever thought of finding a job outside the village, what type of job did you wish to do? ***	1 = Garment, footwear and apparel 2 = Other manufacturing 3 = Construction 4 = Hospitality 5 = Security 6 = Fishing 7 = Agriculture 8 = Transportation 9 = Handicraft and carpentry 10 = Domestic work 11 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>
2.19. If you ever thought of finding a job outside the village, have you already acquired only skills in the sector that you prefer? *	0 = No 1 = Yes	<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>
2.20. Do you speak any language (communicable) beside Khmer?	0 = No 1 = Yes	
2.20.1. If yes, what are they? ***	1 = Thai 2 = Mandarin 3 = Vietnamese 4 = Korean 5 = Malay 6 = English 7 = French 8 = Japanese 9 = Arabic 10 = Other (specify)..... 99 = Don't know	
2.21. If you ever thought of finding a job outside the village, would you consider only jobs outside the village when:		<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>
2.21.1. They offered you a job through relatives or friends *	0 = No 1 = Yes 99 = Don't know	
2.21.2. They offered you a job without knowing anybody in that workplace *	0 = No 1 = Yes 99 = Don't know	
2.21.3. Your relatives or friends told you to come and work only in their workplace or nearby *	0 = No 1 = Yes 99 = Don't know	
2.21.4. Your families or friends told you to just come and then you can start looking for job *	0 = No 1 = Yes 99 = Don't know	
2.22. If you ever thought of	1 = Share room or house with friends or	<i>This question</i>

finding a job outside the village, in what conditions of accommodation would you leave? ***	relatives 2 = Stay near your friends or relatives 3 = Stay in a place far from relatives or friends 4 = Other (specify)..... 99 = Don't know	<i>will be asked if answer of 2.1 is "1 = Yes"</i>
2.23. If you ever thought of finding a job outside the village, in what conditions of workplace would you leave? ***	1 = Work with friends/relatives in same workplace 2 = Work near friends/relatives workplace 3 = Work in a place far from relative or friends 4 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>
2.24. If you ever thought of finding a job outside the village, what would be the things that you'd want to know about the job? ***	1 = Salary 2 = Job position 3 = Number of wanted staff 4 = Age of wanted workers 5 = Requirement of experience or language 6 = Gender 7 = Overtime payment 8 = Working hours 9 = Bonuses 10 = Accommodation 11 = Food 12 = Insurance 13 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>
2.25. If you ever thought of finding a job outside the village, how much salary would you expect to receive?	.....
2.26. If you ever thought of finding a job outside the village, what were expected benefits you wish to get? ***	1 = Bonuses 2 = Free accommodation 3 = Accommodation allowance 4 = Free meal 5 = Food allowance 6 = Provide transportation from accommodation to workplace 7 = Transportation allowance 8 = Free electricity bill 9 = Free water bill 10 = Medical insurance 11 = Accidental Insurance 12 = Premium rate 13 = Seniority rate 14 = Holiday 15 = Paid leave 16 = Overtime pay 17 = Tips from customers 18 = Big festival bonus 19 = Maternity allowance 20 = Commission 21 = Punctuality allowance 22 = Piece rate 23 = Untaken annual leave pay 24 = Other (specify)..... 99 = Don't know	
2.27. If you ever thought of finding a job outside the village, did you think it	1 = Inside the country 2 = Outside the country	<i>This question will be asked if answer of 2.1 is</i>

was better for you to find a job inside Cambodia or in another country? *		"1 = Yes"
<p>2.27.1.If it is inside the country, why do you think it is better? ***</p>	<p>1 = It is easy to visit my family if I live inside the country 2 = There are many jobs available inside the country 3 = It is easier to get a job inside the country 4 = Salary or wage inside country is acceptable 5 = I have relatives/friends to live with at the destination inside the country 6 = Living in the destination inside the country is safe and easy 7 = Working in the destination inside the country is safe and easy 8 = My health condition is not good to go abroad 9 = Legal cross-border migration is too expensive 10 = I'm afraid of being trafficked abroad 11 = My family does not allow me to go abroad 12 = I don't have any relatives/friend abroad 13 = I am too young to go and work abroad 14 = I'm afraid of difficulties living abroad 15 = I'm afraid of difficulties working abroad 16 = I'm afraid of getting arrested by local authorities abroad 17 = I don't want to be an illegal migrant 18 = Other (specify)..... 99 = Don't know</p>	<p><i>This question will be asked if answer of 2.28 is "1 = Inside the country"</i></p>
<p>2.27.2.If it is inside the country, where do you think there are good jobs? ***</p>	<p>1 = Phnom Penh 2 = Banteay Meanchey 3 = Battambang 4 = Kampong Cham 5 = Kampong Chhnang 6 = Kampong Speu 7 = Kampong Thom 8 = Kampot 9 = Kandal 10 = Koh Kong 11 = Kep 12 = Kratie 13 = Mondulhiri 14 = Oddar Meanchey 15 = Pailin 16 = Preah Sihanouk 17 = Preah Vihear 18 = Pursat 19 = Prey Veng 20 = Rattanakiri 21 = Siem Reap 22 = Stung Treng 23 = Svay Rieng</p>	<p><i>This question will be asked if answer of 2.28 is "1 = Inside the country"</i></p>

		24 = Takeo 25 = Tboung Khmum 99 = Don't know	
	2.27.3. If it is outside the country, why do you think it is better? ***	1 = Salaries are higher than inside the country 2 = There are more jobs available abroad 3 = It is easier to get a job abroad 4 = I have relatives/friends living abroad 6 = Living abroad is safe and easy 7 = Working abroad is safe and easy 8 = Working conditions are better than job inside the country 9 = I want to explore a new country 10 = To see if there are available products to bring and sell in Cambodia 11 = I cannot find jobs in Cambodia 12 = People who migrate abroad are more successful 13 = It is what my family and/or friends want me to do 14 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.28 is "2 = Outside the country"</i>
	2.27.4. If it is outside the country, where do you think there are good jobs? ***	1 = Thailand 2 = Malaysia 3 = Republic of Korea 4 = China 5 = Singapore 6 = Japan 7 = Middle East 8 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.28 is "2 = Outside the country"</i>
	2.28. If you ever thought of finding a job outside the village, who would be involved in your decision making of migration? ***	1 = Alone 2 = Relative/family 3 = Friend 4 = Neighbor 5 = Monk 6 = Local authority 7 = Intermediary 8 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>
	2.29. If you ever thought of leaving the village, is it dangerous or safe to travel with:		<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>
	2.29.1. Alone? *	0 = Dangerous 1 = Safe 99 = Don't know	
	2.29.2. Relatives from the village? *	0 = Dangerous 1 = Safe 99 = Don't know	
	2.29.3. Relatives who have a job there? *	0 = Dangerous 1 = Safe 99 = Don't know	
	2.29.4. Friends from the village? *	0 = Dangerous 1 = Safe 99 = Don't know	
	2.29.5. Friends who have a job there? *	0 = Dangerous 1 = Safe 99 = Don't know	

2.29.6. Neighbors? *	0 = Dangerous 1 = Safe 99 = Don't know	
2.29.7. Intermediaries? *	0 = Dangerous 1 = Safe 99 = Don't know	
2.29.8. People whom also go to find a job there? *	0 = Dangerous 1 = Safe 99 = Don't know	
2.30. If you ever thought of leaving the village, is it difficult or easy to travel with:		<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>
2.30.1. Alone? *	0 = Difficult 1 = Easy 99 = Don't know	
2.30.2. Relatives from the village? *	0 = Difficult 1 = Easy 99 = Don't know	
2.30.3. Relatives who have a job there? *	0 = Difficult 1 = Easy 99 = Don't know	
2.30.4. Friends from the village? *	0 = Difficult 1 = Easy 99 = Don't know	
2.30.5. Friends who have a job there? *	0 = Difficult 1 = Easy 99 = Don't know	
2.30.6. Neighbors? *	0 = Difficult 1 = Easy 99 = Don't know	
2.30.7. Intermediaries? *	0 = Difficult 1 = Easy 99 = Don't know	
2.30.8. People whom also go to find a job there? *	0 = Difficult 1 = Easy 99 = Don't know	
2.31. If you ever thought of leaving the village, what would you expect from your migration or leaving the village? ***	1 = To make a high income and be successful 2 = To find a safe and good job 3 = To be able to support my family 4 = To be able to buy what I want (food, cloths, shopping) 5 = To live an easy life in the city 6 = To save money 7 = To pay my debts (or my family debts) 8 = I Just want to leave the village 9 = To make my relatives and friends proud 10 = To live with relatives or friends 11 = To work in a good environment 12 = To have good working conditions 13 = To improve my skills 14 = To find a love partner 15 = Other (specify)..... 99 = Don't know	<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>
2.32. If you ever thought of leaving the village and find a job, what documents should you take along	0 = I don't need to take anything a long with 1 = Original national identity card 2 = Original birth certification	<i>This question will be asked if answer of 2.1 is "1 = Yes"</i>

with? ***	3 = Original family book 4 = Original residence book 5 = Original police criminal record 6 = Original passport 7 = Original visa 8 = Original work permit 9 = Copied national Identity card 10 = Copied birth certification 11 = Copied family book 12 = Copied residence book 13 = Copied police clearance certificate 14 = Copied passport 15 = Copied visa 16 = Copied work permit 17 = Other (specify)..... 99 = Don't know	
2.33. What legal documents do you have? ***	0 = I don't have any legal documents 1 = National identity card 2 = Birth certification 3 = Family book 4 = Residence book 5 = Police criminal record 6 = Passport 7 = Visa 8 = Work permit 9 = Other (specify)..... 99 = Don't know	
C. Mass Media & Communication		
2.34. How often did you listen to radio? *	1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	
2.35. How often did you watch TV? *	1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	
2.36. Do you own a phone? *	0 = No 1 = Yes	
2.36.1. How many phones do you have?	.....	<i>This question will be asked if answer of 2.37 is "1 = Yes"</i>
2.36.2. How many SIM cards do you use?	.....	<i>This question will be asked if answer of 2.37 is "1 = Yes"</i>
2.36.3. What types of phone do you use? *	1 = Non-smart phone 2 = Smart phone 3 = Both	<i>This question will be asked if answer of 2.37 is "1 = Yes" and will be repeated depending on number of phone</i>
2.36.4. Can you give your phone number?	.....	<i>This question will be asked if answer of 2.37 is "1 = Yes" and will be repeated depending on</i>

			<i>number of SIM cards</i>
	2.36.5. How often did you send messages to your friends or relatives in the town or city? *	0 = I don't have friends/relatives in town/city 1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	<i>This question will be asked if answer of 2.37 is "1 = Yes"</i>
	2.36.6. How often did you send messages to your friends or relatives abroad? *	0 = I don't have friends/relatives abroad 1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	<i>This question will be asked if answer of 2.37 is "1 = Yes"</i>
	2.36.7. How often do you change your phone number? *	0 = Never change 1 = Weekly 2 = Monthly 3 = Yearly 4 = Every 2 or 3 years 5 = More than 3 years 6 = When the credit is finished 7 = When sim break or lose	<i>This question will be asked if answer of 2.37 is "1 = Yes"</i>
	2.36.8. Are you interested on receiving job information through phone?	0 = No 1 = Yes	<i>This question will be asked if answer of 2.37 is "1 = Yes"</i>
	2.37. How often did you call your friends or relatives in the town or city inside Cambodia? *	0 = I don't have friends/relatives in the town/city 1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	
	2.38. How often did you call your friends or relatives abroad? *	0 = I don't have friends/relatives abroad 1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	
	2.39. Do you have a Facebook account?	0 = No 1 = Yes	
	2.40. How often did you use Facebook in your smart phone with your own Facebook account? *	1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	<i>This question will be asked if answer of 2.37.3 is "2 = Smart phone" and 2.40 is "1 = Yes"</i>
	2.41. Please indicate how often do you use Facebook in your friend's smart phone with your own Facebook account? *	1 = Never 2 = Rarely 3 = Every month 4 = Every week 5 = Every day	<i>This question will be asked if answer of 2.40 is "1 = Yes"</i>
	2.42. If you have own Facebook account, are you interested on receiving job information through Facebook?	0 = No 1 = Yes	<i>This question will be asked if answer of 2.40 is "1 = Yes"</i>