Consultancy Services
Terms of Reference
The Dynamics of Internal Migration in South-east Asia: research on the experiences of internal migrants in Cambodia

1. Nature of consultancy:

UNESCO is seeking a consultant or institution to undertake research on internal rural-to-urban migration in Cambodia. The research is intended to fill specific data gaps by collecting new qualitative survey data on the experiences of internal migrants in urban settings, particularly in terms of social inclusion and access to public services. The research will involve field-based collection of data from local institutions, internal migrants and others affected by or using the services of internal migrants. As the majority of internal migrants move towards larger cities, the research will focus on key cities in the country to provide data that can inform city authorities and national government in developing appropriate policy responses. The consultant will work under the SHS Regional Adviser at UNESCO Bangkok, in collaboration with partners from UNDP, IOM and UN-Habitat as well as the UN Country Team in Phnom Penh.

2. Background and purpose of the assignment:

In 2013, it was estimated that roughly one quarter of Cambodia’s population had internally migrated. This significantly outstrips international migration in the country, as Cambodian moving abroad only made up 2.5% of all migratory movement the same year. Rural-to-urban and urban-to-urban moves represent significant shares of internal migration (24.5% and 12%, respectively) and are expected to increase, leading to a rapid urban growth (2.8% in 2015). Such significant movement of people within a short period of time undoubtedly represents a permanent demographic shift in the structural make-up of Cambodian society. However, the country is still in the early stages of migration management and understanding. Very little is known of the long-term effects of internal urban migration on both cities and migrants.

Cambodia is a highly rural and agrarian society. 79% of the population resides in rural areas, and the primary sector employs 67% of Cambodia’s total labour force. However, the country’s biggest industries – the garment sector, tourism and construction – are urban based. The agricultural share of gross domestic product has lagged in recent years, with seasonal rather than annual work (three-month period) becoming common. Rural poverty remains high (90% of Cambodia’s poor population lives in rural areas).

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2. Ibid.
3. Ibid.
5. Ibid.
6. Food and Agriculture Organization (FAO) (2014), ‘Country Fact Sheet on Food and Agriculture Policy Trends: Cambodia.’ Food and agriculture Policy Decision Analysis
which, coupled with a decline in agriculture, is likely a push factor for low-wage workers searching for economic opportunity in reliable sectors located in urban areas. The average length of migration, whether seasonal, temporary or long-term, is difficult to ascertain.

Internal migration in Cambodia follows a classic ‘gravity model’, with out-migration rates higher for closer provinces with denser populations. The primary migration destinations are Phnom Penh, receiving over half of all Cambodia’s migrants, followed by other economically active provinces such as Battambang, Kampong Cham, and Siem Reap, and the main migration suppliers are Kandal, Kampong Cham, Prey Veng, and Takeo, making up 59% of all migration to Phnom Penh.

Younger, unmarried, better educated and healthier members of the household are more likely to migrate. 64% of migrants to Phnom Penh are aged 20-34 (with females migrating at slightly younger ages), 65% are not married, and over 41% have completed secondary school, as compared to just about 32% for non-migrants. Further, in a 2007 study commissioned by UNFPA it was found that migrant workers are from medium and poor categories, suggesting that the very poor lack the social and financial capital to migrate.

Men are more migratory than women and are dominant in rural-to-rural migration (60.3% compared to 56.5% for women). However, the proportion of female-male migrants is increasing. Women are the majority in both rural-to-urban and urban-to-urban migration (25.5% and 12.9% compared to 23.5% and 11.1% for men, respectively). They make up 57% of all migrants to Phnom Penh.

Overall, most migrants consider ‘following family’ as the primary reason for migration (42.2%), followed by ‘marriage’ (21.8%), employment-related purposes (18.4%) and education (1.4%). Women are more likely to migrate to follow family and men for marriage or employment-related purposes. However, when considering exclusively migration to Phnom Penh, the great majority of migrants move for employment-related purposes (75%), followed by education (16.6%), ‘other’, including following family (15.1%),

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8 United Nations, Economic and Social Commission for Asia and the Pacific (UNESCAP) (2016), Statistical Database.
11 Ibid.
14 Ibid.
marriage (6.6%) and calamities (4.1%). Men are more likely to migrate for work, education or due to calamities and women for marriage or ‘other’.17

Migrants participate in the labour market more than non-migrants, as over 88% are employed compared to 80% for non-migrants.18 Interestingly, female migrants have a higher labour force participation than male migrants (89.8% compared to 86.7%, respectively) whereas female non-migrants have a lower participation than their male counterparts (78.8% compared to 82.3%, respectively).

There is a clear gender division between migrant occupations; females work primarily as garment workers, small business owners, domestic workers and entertainment and service workers, whereas males are typically employed as construction or non-construction workers, drivers, business owners and white collar professionals.19

Nearly all labour migrants remit. However, there is a significant disparity between the amounts that are sent. Migrants to Phnom Penh and those with higher levels of education tend to remit more, and female migrants, although earning less, remit on average 20% more than male migrants, more regularly and a larger proportion of their income. Remittances in Cambodia are relatively small, as the average remittance among the giver is nearly 75,000 Riel a month.20 Nevertheless, this small amount may have a substantial impact on the receiver households. According to Roth and Tiberty (2016), overtly incidence declines by 3 to 5 percentage points in migrant households and internal migration increases total consumption of migrant households by 10 to 12 percent. It is also important to note that internal migration can have a negative effect for migrant households living below the poverty line. For the poorest households which receive less remittances, the amount of money sent by migrants does not systematically counterbalance the loss of a working family member.21

Overall, migrant workers in Phnom Penh are more likely to improve their financial situation than those migrating elsewhere. The economic advantage of living in the capital is realised quickly after migrating. On average, the economic situation of migrant workers is worse than Phnom Penh residents but significantly better than those staying in rural areas.

Nonetheless, most urban migrants, particularly women, face additional challenges in realizing their rights, accessing decent employment, social protection and public services. Professions occupied by female migrants are the lowest paying, with domestic workers’ monthly salary averaging 250,603 Riel compared

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19 Ibid.
20 Ibid.
to a little over 600,000 Riel for construction workers. Until 2006, women were not covered by the Cambodian Labour Code, and despite some progress in creating inclusive regulation, Cambodia’s informal market remains the dominant sector for labour migrants, therefore exposing them to systemic risk of exploitation and abuse. Most work over 10 hours per day, 7 days a week. Very few benefit from a health insurance (6.8%), and nearly half have to travel a long distance for medical help (over 77% of them would go to a pharmacy to receive this assistance, forgoing the idea of going to a doctor or a clinic). Women migrants are more vulnerable to abuse and exploitation, especially those with less education. Half of female migrants in Phnom Penh are illiterate.

Furthermore, migrants tend to experience difficulties of social integration in urban settings. They notably exhibit high levels of stress, with over 94% of them worrying about earning enough money and a substantial proportion (17.8%) not being optimistic about their future, especially females (19%). Over 73% of female and 68.5% of male migrants consider that it is difficult to make friends when first arriving in the capital.

While the literature on internal migration in Cambodia indicates significant push-pull factors and informs on rural-to-urban migrants’ characteristics, there is a dramatic lack of empirical data documenting the experience of migrants in their new urban setting. Compounding issues include a lack of information on their social integration and access to public services, such as housing, electricity and energy, water and sanitation, education, health, transportation, and public space. City authorities are at the forefront of responding to the needs of internal migrants as the vast majority move towards urban centres. These authorities need information and understanding of migrants’ needs to make appropriate policy and planning responses in terms of basic services, infrastructure and development of responses for specific issues. Complementary data is needed to help develop a coherent policy framework and strategy that would ensure safe internal movement of people and optimize the benefits of internal migration for migrants, cities, and countries in general.

The research should assist in providing information and knowledge relating to internal migration in Cambodia, identify key issues and actors, as well as potential entry points to help vulnerable groups. The focus should be on access to public services and social inclusion. The findings should be considered as preliminary data for long-term investigation of the impacts of migration, and interventions to address these impacts on both Cambodians and the country’s development.

3. Deliverables

3.1. A detailed research design including:
   - Proposed site locations for conducting the research which will include Phnom Penh, and one other receiving city in Cambodia (Siem Reap or Battambang)
   - Research question design based on the data gaps identified by the research consortium partners – this must be broken down and separately itemised by each sub topic
   - Sampling strategy including the number and criteria for interview participants, methodology for identification of interview participants
   - Further needs for collation and analysis of existing data sets

3.2 A draft report responding to the key questions (see annex 1). Partners will have one month to review and request additions to the draft.
3.3 A final report incorporating the reviewers’ comments.

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<tr>
<td>1</td>
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4. **Estimated Duration of Contract:**

The final report will be submitted by 1 December 2017.

5. **Duty Station and Travel**

The consultant is expected to collect new data from Cambodia including interviews with migrants, local authorities and others working with migrants in the country.

6. **Fees**

The proposal submitted by the applicant will specify the fee proposed including all associated travel costs.

8. **Application Criteria**

Interested applicants are invited to submit to UNESCO Bangkok Regional Office the following specific requirements as stated below:

- An expression of interest to undertake the assignment in writing, including a profile of your organization outlining its expertise and capacity to deliver results;
- A list of proposed research team members with an up-to-date CV for each person stating details of educational qualifications, work experience including prior experience of similar work and contact details;
A list of past similar work or publications by the applicant or its team members with hyperlinks to access such papers if they are available online, or samples of such papers if they are only available offline; and

A short proposal on the approach(es) to carry out the assignment including a financial proposal indicating the total fee including all associated expenses such as travel and sub-contracts.

Proposals shall be submitted by e-mail to UNESCO Bangkok at the latest by 31 August 2017.

Contact person:

Regional Adviser SHS
920 Sukhumvit Road, Prakanong
Bangkok 10110 Thailand
Tel: +66 2 391 2577 ext. 367
E-mail: shs.bgk@unesco.org

Only short-listed applicants will be contacted.

Annex 1: Methodological scope and research questions

Methodological scope:

Considering that 64% of migrants to Phnom Penh are aged 20-34, as compared to just about 41% for the population of Phnom Penh, it is implied that youth are a core component of the research, however, it does not have a specific youth focus.

Considering that internal migration in the country is highly gender-segregated, there is a need for a gender-based approach to accurately capture gender groups’ specificities, problems and needs, particularly in regards to the most marginalized and vulnerable groups (women, LGBTI, etc).

Considering that internal migration can be driven by multiple causes, there is a need to distinguish between individuals who migrate for economic reasons (job opportunity and diversification of incomes), education, marriage, to follow family, or ‘other’ (including environmental change)

The methodology and definition used in the survey should be carefully chosen, as they are expected to be replicated in similar surveys in other Southeast Asian countries (Viet Nam, Thailand, Lao PDR, Myanmar,

Malaysia, Indonesia, Timor-Leste, and the Philippines). The main purpose is to collect statistically comparable national data in the Southeast Asian region.

The size of the sample should be big enough to be considered as representative of the entire rural-to-urban migrant population of Cambodia.

The survey will be held in two phases. First, a questionnaire about migrants’ characteristics and access to public services will be given to all respondents. The expected outcome is to identify potential difficulties in migrants’ access to a set of public services, as well as potential links between migrants’ characteristics and such difficulties, particularly from a gender perspective.

At the end of the questionnaire, the respondents will be offered the possibility to answer a second set of questions on social inclusion and discrimination. Since such questions can be sensitive and require a certain dose of confidence and trust to be honestly answered, only the respondents who accept will receive the second questionnaire. The expected outcome is to identify potential difficulties of inclusion, including the experience of violence, abuse or discrimination, difficulties in making friends, as well as possible psychological impacts. It also aims to identify particularly vulnerable groups, especially from a gender perspective.

The survey should be conducted in Khmer.

In addition, the UNDP communication team, with the help of the interviewers, will interview, record, and photograph some of the respondents to develop some advocacy and communication material. The respondents will be selected based on their personal story, as well as confidence and ability to talk to a camera.

**Survey questions:**

Three sets of questions:
- Migrants’ characteristics
- Migrants’ access to public services
- Migrants’ social inclusion

Migrants’ characteristics:

1. **Who**: age at time of migration/at enumeration, gender, ethnicity, religion, language spoken, health at time of migration/at enumeration, literacy at time of migration/at enumeration, level of education at time of migration/at enumeration, marital status at time of migration/at enumeration, children at time of migration/at enumeration, household structure, household average income, employment
status before migrating/at enumeration (type of job and salary), assets in working condition owned before migrating/at enumeration.27

2. **With whom:** alone, with spouse, with children, with spouse and children, with family (parent(s), brother(s) and sister(s)), with relative(s), with friend(s), with ‘other’

3. **From/to where:** rural-to-urban or urban-to-urban migration, intra-district/provincial or inter-district/provincial migration, distance

4. **Existing established formal and informal connections:** who (family, friends, agents, organizations etc.), from where, extent of relationship, means of contact with them etc.

5. **Push/Pull factors:** reasons for migration:
   - **Push factors:** chronic poverty, economic crisis, landlessness, lack of employment, lack of food, problems in family (including constraints for women), debt, natural disasters
   - **Pull factors:** economic opportunity, education, marriage, follow family, life-skill development, available credit (including impact of microcredit in making migration accessible to poorer family), markets, availability of accurate information (from who, through what channels including social media), formal or informal support networks at origin or destination

6. **Migration strategy:** Duration of stay (long-term migration or seasonal/repeat/temporary), is migration perceived as short-term strategy to resolve immediate or unexpected problems vs. long-term process to improve socio-economic status, decision to remain permanently in new destination vs. seek to return to place of origin

**Access to public services:**

1. **Housing:**
   - **Securing housing:** time required, networks/intermediaries, bribery
   - **Type of housing:** what kind (type of building, material), housing arrangement,28 cost, share of salary, security of tenure (formal/long-term/stable or informal/unregulated/temporary/unstable), live with whom, problems of affordability, adequacy (need repairs), suitability (too small), security, other (specify)
   - **Neighborhood:** where, neighbors (locals or migrants), distance from work/city center, exposure to natural/manmade hazards, criminality/violence

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27 Bed; electric/gas cooker or hotplate; microwave; electric pot; refrigerator; electric iron; electric fan; radio; TV; video; VCD; DVD player; washing machine; air conditioner; water boiler; bicycle; motorcycle; car, pick-up truck/van/small truck; agricultural vehicle; boat; sewing machine; wheelbarrow; ox cart
28 Homeowner; renter; living with others but not paying rent or mortgage; living with others and assisting with paying rent or mortgage
- **Satisfaction:** satisfy/not satisfy (why?), desire to stay/leave, reasons why do not move, reasons why do not live in another part of the city

2. **Electricity:**
   - **Connection:** connection (yes or no), mode of access, how many hours in a day, electricity supply sufficient for the household needs, electricity supply stable or predictable, awareness of the existence of solar lantern or solar home systems, interest in owning solar lantern or solar home systems (why yes/no?)

3. **Energy and fuel:**
   - **Types of energy or fuel:** (mainly) used for lighting and cooking

4. **Water and Sanitation:**
   - **Water:** main water source, clean for drinking, quantity of water available, time/distance to collect water, cost, any treatment to make water safer to drink, if yes: what type of treatment
   - **Shower:** kind of shower, personal shower or shared with other households, if shared: how many households
   - **Sanitation:** kind of toilet, personal toilet or shared with other households, if shared: how many households
   - **Sanitary disposal of children’s faeces:** main mean of disposal

5. **Transportation:**

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29 Housing needs repairs that I cannot afford; landlord won’t make repairs; too expensive; crime in neighbourhood; bad/rude/loud neighbours; foreclosure concerns; too far from work; unsafe; unhealthy
30 Do not want; can’t sell house; can’t afford to move; can’t find an affordable place to live; family/friends is here; need to find a new job; family reasons, other (specify)
31 Don’t want to live in another part of the city; nothing; can’t afford to live anywhere else; don’t have a car; no bus service; race/ethnicity; disability/no disable-accessible housing elsewhere
32 Publicly-provided electricity/city power; private-provided electricity/private generator; household generator; solar power; battery; other (specify)
33 Publicly-provided electricity/city power, household generator, battery, solar power, kerosene lamp, candle, biogas, none, other (specify)
34 Publicly-provided electricity/city power, firewood, household generator, charcoal, solar power, kerosene, liquefied petroleum gas LPG, none/do not cook, other (specify)
35 Piped water into dwelling; piped water to yard/plot; public tap/standpipe; tubewell/borehole; protected dug well; unprotected dug well; protected spring; unprotected spring; rainwater collection; bottle water; cart with small tank/drum; tanker-truck; surface water (river, dam, lake, pond, stream, canal, irrigation channels); other (specify)
36 Boil; add bleach/chlorine; strain it through a cloth; use a water filter (ceramic, sand, composite, etc); solar disinfection; let it stand and settle; other (specify)
37 Flush/pour flush to piped sewer system, septic tank, pit latrine, elsewhere, unknown place/not sure; ventilated improved pit latrine; pit latrine with slab; pit latrine without slab/open pit; composting toilet; bucket; hanging toilet/hanging latrine; no facilities or bush or field; other (specify)
38 Child used toilet/latrine; pit/rinsed into toilet or latrine; put/rinsed into drain or ditch; thrown into garbage; buried; left in the open; other (specify)
- **Use of public transportation**: primary mean of transportation/commuting to work, regularity of public transport use, reasons to not use public transport

6. **Education**:
   - **Migrants**: enrolment in some sort of professional formations, distance from home/work, reasons for attending/not attending
   - **Migrants’ children**: school enrolment and attendance, highest grade attended/completed, age-grade appropriateness and school delays, absenteeism, type of school (public, private, etc), cost, distance from home, reasons for not being enrolled/not attending, bullying

7. **Health**:
   - **Health insurance**: possession, what type (private or provided by employer), awareness of what health insurance is, desire to have one (if no: why?)
   - **Medical infrastructures**: Distance to the closest pharmacy/doctor/hospital, where do you go when ill

8. **Public space**: Availability of shared-community spaces, what kind, use, regularity, distance, if do not use: why?

9. **Migrants’ perception on their access to/use of public services**:
   - **Changing perceptions**: Gap between migrants’ expectation of their access to public services vs. reality
   - **Satisfaction**: satisfy/not satisfy about their access to public services (why? Which service?), desire of a better access to public services (which ones)
   - **Discrimination**: Feel any discrimination in their access/use of public space

10. **Open questions**:

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39 Public bus/train, own car/motorbike/bicycle, someone else’s care/motorbike/bicycle (who), taxi/motortaxi, walk
40 Daily; several times a week; weekly; several times a month; a few times a year; almost never; never
41 Transport not available; problem of regularity of transport; too far; too costly; don’t like/prefer other means of transportation; dangerous/unsafe (especially for female), dirty; don’t know how to take them; don’t know they exist
42 Too far, transport not available, not considered necessary, costs too much, required for work, no time, not allowed, not aware it exists
43 Starting school on time; absence from school for a year or more; factors associated with absence from school for a year or more; repetition; profile of learners who repeat
44 Levels of absence; longest continuous period absent
45 Too far; transport not available; further education not considered necessary; required for household work; required for work on farm/family business; required for outside work for payment in cash/kind; costs too much; no proper school facilities for girls; not safe to send girls; no female teacher; required for care of siblings; not interested in studies; repeated failures; got married; did not get admission; other (specify); don’t know
46 Too costly; not considered necessary; don’t know; don’t know what it is; other (specify)
47 Stay at home; go to the pharmacy, go to the doctor; go to the hospital
48 Too far, transportation not available, do not want, no time, not safe, dirty, not interested, other, don’t know
Social inclusion:

1. **Leisure**: Kinds of activities (free or paying), regularity, share of salary, with whom

2. **Social experience**: maintenance of ties with previous networks, creation of new networks, composition of new networks (locals or migrants), major mean/place to meet new people, difficulties to meet new people/make friends

3. **Daily life discrimination and abuse**: feel discriminated, racism, abuse, physical and psychological violence (including gender-based violence), places where they feel unsafe\(^{49}\)

4. **Psychological impact**: difficulties of adjustment to a new urban life-style, sentiment of sadness/happiness, loneliness, miss people left-behind, stress, stress about what, optimism/pessimism about future

5. **Changing perceptions**: Gap between migrants’ expectations of their social life/inclusion vs. reality: harder/easier than expected?

6. **Open questions**:

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\(^{49}\) At work; at home; in the streets; in public transportation; in public spaces; at school