

Free Flow of Skilled Labor in the ASEAN Economic Community: Opportunities for Cambodia

SAO Chantola,
PhD Candidate of International Relations,
The University of Cambodia

ABSTRACT

The opportunities for Cambodia from the free flow of the skilled labors in the ASEAN Economic Community (AEC) has been a heated topic argued among Cambodians, people in charge of skilled labor, learners and the professionals when Cambodia prepares it self for entering the ASEAN Economic Community from the end of 2015. This written paper is a predictive study on Cambodia in the AEC and it aims to explore the benefits for Cambodia from the free flow of skilled labour in the ASEAN based on desk research with 68 different sources dealing with skilled labour in both Cambodia and ASEAN. As a result, Cambodians are optimistic about skills mobility in the AEC. This paper can be a significant document for Cambodians and other ASEAN's citizens who are seeking high-skilled mobility information in the region of ASEAN.

Keywords:- *Skilled labor, free flow of skilled-labor, brain drain.*

INTRODUCTION

➤ *ASEAN and Skilled Labor*

The ASEAN countries are engaged in a process to transform the ASEAN into the economic community by the end of 2015. The ASEAN leaders have now invested the Southeast Asian Association to the step of economic development, which will ultimately bring the Southeast Asian peoples closer and more developed (ASEAN UP, 2016). One of the significant factors to make the AEC reach its goal is the free flow of skilled labor, and from the beginning of 2016, professionals from the ASEAN countries will have greater mobility to work within the ASEAN Economic Community (Malaya Business Insight, 2015). No longer will labour trained in a certain country be limited to working or practicing in their home countries. Rather, there will be a free flow of skills and talents across the ASEAN member states, greatly improving the distribution of human resources (Weili, 2013-2016). A key component of the newly established ASEAN Economic Community is the greater mobility of workers in eight skilled professions: engineering, nursing, surveying services, architecture, accounting services, medical practice, dental practice, and tourism (Wei, 2016).

CHAPTER:- 1**A. Introduction**

Cambodia is one of the ASEAN member states, and the country entered this community on 30 April 1999. In 2007, all members of ASEAN had adopted an agreement of forming the AEC, and this new AEC is put to implementation since the beginning of 2016. AEC is a single market based community and has five core elements: the free flow of skilled labors, free flow of investments, free flow of goods, free flow of services, and the free flow of capital. The AEC aims to integrate ASEAN's ten member countries into the world's seventh largest economy, home to more than six hundred (600) million people (Parikh, 2015). When the Association of Southeast Asian Nations announced that it was going to integrate economically and form a single market by 2015, it also said that "free movement" of skilled labor was going to be one of the pillars of the ambitious plan (Rubrico, 2015).

Freer flow of skilled-labor in the AEC: the opportunities for Cambodia is often heard and seen discussed in the seminars, interviews, radios, newspapers and many written documents; this topic is talked by Cambodian people, students, employees, jobs hunters, workers, and some experts whose their works is much relevant to skilled-laborers of Cambodia.

B. ASEAN is a large labor markets

Free flow of skilled labor in the ASEAN economic community is one of the strongest pillars to sustain the development of the AEC (Heal, A and Huelser, S, 2014), and it is also the opportunities for skilled workers to get the chances to get works in the region of ASEAN (UP, 2016). In the last 20 years, more citizens of ASEAN member countries have moved around within the ASEAN region than ever before (Hatsukano, 2015). The International Labor Organization (ILO) report (2007) claims that labor mobility in the ASEAN helps this region to reach development that the number of workers travelling around the ten countries reached thirteen and a half million and this number was found rising permanently (Paryono, 2011). Showing similar amount of professionals movement, the International Labor Organization (ILO) and the Asian Development Bank (ADB) have also reported that approximately, fourteen million jobs within ASEAN could be created by the AEC to fill the needs of the various types of skills shortages (Perspective@SMU and Susantono, 2016), and the number of workers migration among ASEAN countries will rise further when the AEC reach its more development (Hatsukano, 2015).

C. Advantages of free movement of skilled labor in the ASEAN

The skilled labour mobility help to improve the professionals' ability and it also lead the amount of skills spread continuously in the ASEAN (Pruksacholavit, 2014). According Tanpipat (2015), skills movements help to increase investments and work experience to the laborers receiving countries, and increase the incomes for the developing states. In order to support strongly the ASEAN economic community, skills mobility in the region is needed to be increased. The job market is day by day needs more skilled workers and some of them have gained from the arrangement of the skills movement in the region (ASEAN UP, 2015). Rubrico (2015) has also showed the World Bank report the incomes for skilled workers that have sent to their homelands can help the recipients' relatives in terms of money to support their education. Furthermore, the Sunday (2014) also raised the advantages of skills improvement from skills mobility in the AEC. Laborers migration plays the important tasks in helping to develop economy of weaker countries and providing jobs markets to the unemployed people from the weaker states (Tamagno, 2008). TF-AMW (2009) has written that human resources movements in the ASEAN play significant roles in both sides of the sending and host countries. Firstly, it is fulfilling the shortages of laborers in the host nations; secondly, the sending countries gain the income sending back to the migrants' hometown.

D. Background of the Study

This study is mainly based on the desk research, the literature review contains experts' views from the Asian Development Bank, World Bank, the ASEAN Secretariats, the former ASEAN's Secretary Generals, and Researchers whose skills is mainly about the ASEAN, the AEC, the EU flow of people; opinions of professors, senior researchers on ASEAN and skills mobility in ASEAN, the knowledge of authors, managers of skills recruitment, speeches delivered by high ranking government officers in Labor, statements delivered by government and private officers at ILO, and the council for the Development of Cambodia (CDC).

E. Statement of Problems

Before and while the ASEAN Economic Community is being put into the real implementation, the benefits from the free flow of skills mobility for Cambodia have been raised and discussed among the general public, students, researchers and experts in skilled labors.

F. Study Question

What are the opportunities that Cambodia will gain from the free flow of skilled labor in the AEC?

G. Objectives of the Study

This study is aiming to explore the opportunities for Cambodia from the free flow of skilled labor in the AEC.

H. Study Variables

Variables

Dependent Variable	Independent Variable
Free Flow of Skilled Labor in the AEC provides Cambodians the opportunities	Larger job market, Higher paid works, Abroad working Experience, the ASEAN region's equal treatment of Education, Local educational motivation

I. Significance of the Study

This study's findings is expected to be the significant source for Cambodian; especially, for the professionals, and for people whose works are involved with skilled labors; also, this paper is believed to be able to help partly Cambodian people to realize the strength of Cambodian human resources in order to work fruitfully with the AEC. Further, this paper is also hoped to be used as the roadmap for the next researcher(s) who is willing to study the similar case or the extended topic on skilled labors.

J. Hypothesis of the Study

On the basis of desk research, it was in advanced predicted that Cambodia will benefit from cooperation with the AEC in terms of the free flow of skills movement in the region, such as first, Cambodian skilled workers will be able to work in the ASEAN region; second, Cambodian professionals will have the opportunity to get the higher paid jobs in the ASEAN; third, they may gain job experience from working abroad; fourth, educated people will gain the recognition of being equally treated in ASEAN; and fifth, free flow of skilled labor in the ASEAN may lead to the local educational motivation.

K. Scope and Limitations of the Study

This paper will focus mainly on the advantages that Cambodia is going to gain from the free flow of professionals in the initiative of the AEC establishment.

L. The Implication of International Relation theory with the study

Non-zero sum game and interdependent theories are found matched with this paper for the main objectives of this study is not about really winning and losing completely between all members in the ASEAN but it is about the cooperating and developing situation of Cambodian professionals from the friendly and fruitful participation with the whole region of ASEAN toward prosperities for all participants.

According to key words definition by Business Investopedia and Wikipedia dictionaries, in a Non-Zero-Sum Game, all parties could gain, they can contain all sorts of degrees of cooperation. Non-zero-sum game is non-strictly competitive, because such games generally have both competitive and cooperative elements; everyone can gain, it is a win-win game for all, and the studies by D'Amuri and Peri (2010) resulted that immigrants do not harm the wages and jobs of native workers; it finds that immigrants often supply manual skills, leaving native workers to take jobs that require more complex skills; there is hardly any evidence that immigrant workers have a negative effect on the wages of native workers; and some authors expressed the potentially positive effect of immigrants on the demand for native workers. Furthermore, Interdependence theory is the theory of associating, exchanging between people and people, state and state to have relations with each other; this theory comes from the idea that closeness and cooperation is the key to all relationships (Wikipedia, 2016). Having similar vision in terms of cooperation in the Region of ASEAN, Dr. Sok Siphana stated that “Instead of thinking about overwhelming competition, they (ASEAN members) should start to think about cooperation, collaboration and teaming up,”(Kotoski, 2015).

CHAPTER:- 2**LITERATURE REVIEW****A. Introduction**

The ASEAN Economic Community Integration which was established by the ten nations of ASEAN was started on 31 December 2015 (Euro-Cham, Cambodia, 2016) and free flow of skills is one of the significant factors to the regional development. The topic about the advantages for Cambodia from the free flow of skilled labor in the ASEAN Economic Community is becoming the interesting subject talked among Cambodian people, especially, well-educated persons and the people in charges of skilled professionals. According to a joint publication by the Asian Development Bank (ADB) and the International Labor Organization (ILO), Cambodia could be one of the countries that gain advantages from the ASEAN Economic Community Integration (Phnom Penh Post, 2015). Within the literature review of this study, the key ideas, expressions, speeches, hopes, and documents that is very concerned with the opportunities for Cambodians in AEC integration will be extracted and expressed in order to be concluded into the findings of the study.

B. Opportunities of skills mobility in the ASEAN

The ten countries of ASEAN have agreed to establish an ASEAN Community by 2015. For the ASEAN Economic Community, citizens of any ASEAN country can come to work in another country freely (ACE magazine, 2014). The greater skills mobility in the ASEAN Economic Community has the potential to promote more opportunities and incomes (Wei, 2016). Human capital is one of the elements for ASEAN member countries to achieve greater economic cooperation. Labour-force expansion and improvements have driven Gross Domestic Product (GDP) growth in the ASEAN region, and this lead the region has the third largest work forces in the world after China and India (Poolttlwong & Ramlrez, 2016). Labour migration increase the mobility of workers that is playing the significant role in replacing the shortages of some countries in the region and it creates the opportunities for workers to have higher earning potential(Phnom Penh Post, 2015).

C. The opportunities for Cambodia's skilled labors from the AEC

Cambodia is found getting greater opportunities to benefit from skills mobility and greater access to ASEAN markets (Euro-Cham Cambodia, 2016). ASEAN promotes free flow of skilled labor within the region; Labor mobility of workers to move to different countries has many benefits that have been extensively discussed. Richer and more developed countries are attracted by skilled workers from the less developed countries that have high un employment (Rubrico, 2015). The match between supply and demand for labor market lead to the good condition of the ASEAN economic development (ADB, 2014). Cambodia is in foreseeing that will advantage from the ASEAN economic community, in part of the professionals mobility, as PichRithi, Director General for International Trade, Ministry of Commerce of Cambodia said that "Cambodia will probably benefit from the free flows of skilled people in ASEAN," (Rithi, P. 2015).

D. The opportunity for Cambodian professionals to have larger job markets in the region

"The freer movement of skilled labor will help bridge development gap, bringing skilled workers to high-income countries, while providing employment for workers from low-income countries," (Bernard, V. 2015).

Cambodians is expected to gain the opportunity to get works in the region of ASEAN through the AEC as Capannelli (2013) found that Cambodia is one of the laborers sending countries while Singapore, Thailand, Malaysia and Brunei Darussalam are the skilled workers receivers. The international labor market and the agreement on the free flow of skilled-workers will be a good opportunities for Cambodian people, especially, for the professionals to get works outside their country hopefully and legally. Professionals and skilled workers

are able to find better employment opportunities, and in addition, labor in expanding industries, services and firms will benefit from increased employment (Rithi, P. 2015); and this will cause the working chances for Cambodian professionals in the larger job market in countries where skilled shortages. Some interviewees and writers expressed their hopes and optimism on Cambodia that this country will probably gain from the flow of its professionals to the ASEAN region. The richer countries such as Thailand, which is the neighboring country to Cambodia is facing problems of lacking young human resources and this requires Thailand hires more young educated workers to fulfill their producing forces; the young and knowledgeable people are their wanted employees (Bernard, V. 2015). According to Ruhs (2016), Brunei Darussalam, Malaysia, Singapore, and Thailand are the main host countries for workers in the ASEAN that this can be the opportunity for Cambodians to get works in those states as there are two further main reasons that lead to the chance for the oversea works for Cambodians, the human resources shortages of developed nations can be the chances for the young potential labor forces of Cambodia.

- *The developed countries in ASEAN lack skilled workers*

The overseas Jobs opportunities are found increased according to the growth of businesses that spread around the world. Recent research by Professional Warranty Corporation (PWC) found that graduates are willing to find works outside of their own countries (Conboye, 2013). ASEAN needs more skilled workers to fulfill his job market (Reych, 2016); one of the important reasons that cause the job opportunities for Cambodian professionals to get works in the region of ASEAN is the lack of skilled workers in some areas, especially, the richer countries in ASEAN. Wailerdsak (2013) noted that more developed countries such as Singapore and Thailand confronted the shortages of human resources while there is increasing of old people. To replace the elder workforces, the opportunities for jobs for younger citizens should be done as Perspective@SMU (2016) claimed.

“You have an ageing population in Singapore and Thailand, but you have youthful ones in other ASEAN member states,” Groff says. “You need to take advantage of these demographic changes in ASEAN to get an optimum distribution of labor.”

In the destination countries, the demand for migrants has increased due to ageing population, which lead to labor shortages and this can be the good chances for Cambodian young people to get works in ASEAN’s states. The skilled labor receiving states are normally satisfying ‘brain gain’, and fulfilling the domestic needs of skills shortages in order to help their industrial productivity and economy (Wailerdsak, 2013). World Bank (2011) and ILO (2016) have reported that Malaysia, Singapore, and Thailand are depending on foreign labourers to work for their industrialized economies for the countries’ working human resources are getting old and need the inflow of neighbouring states migrant workers between 2020 and 2030. Yoshida (2016) revealed that in 2014, Singapore lack seriously young labour forces, while the Nation (2016) reported based on the World Bank, Thailand confronts a huge skilled labors and come next by Malaysia. In brief, the ASEAN’s more developed and richer countries face skills shortages; consequently, it may provide more opportunities for Cambodians.

- *Cambodia is found having plenty of young potential labor forces*

Cambodia has a young labor force that these will be the brain power for Cambodia under the reform by the Ministry of Education to maximize the level of Cambodian students to finish at least grade 9 of high school and they are encouraged to be equipped with skills. Cambodia is found having more young people than other ages. According to the 2008 Population Census, Cambodia’s population was 13.4 million with the economically productive age (Source: General Population Census 2008, NIS, and CDC, 2016). Having similar information, Thya (2016) showed that more than 68 percent of the total population of Cambodia today fifteen (15) million

are young people. Also, the Japanese Embassy (2012) claimed on the potential of Cambodian young people as the energetic human capitals who most of them are young under the age of thirty who will be needed by both the local and international labor markets. Professor Gross said through his lecture and dialogue with some participants and people he met, he observes that “there are quite a lot of brilliant young people in Cambodia, which will be important for Cambodia’s future development,” Gross also said in a phone interview with the Voice of America (VOA) in Khmer during his visit to Cambodia’s Siem Reap province that “I’ve met a lot of very young hopeful people. You know that’s the most important thing. People are very optimistic about the future. Cambodia has a lot of great resources. I have a lot of faith in young people, very brilliant young minds that could do great things,” (VOA, 2010). His Excellency Dr. Hang ChuonNaron, Minister of Education of Cambodia was also stating that Cambodian has strong and young working laborers:

“Cambodia entered a period of demographic dividend with more young people working to support society,” (AEC Magazine, 2014).

E. The Chances for getting well-paid works in the region of ASEAN

“Skilled workers can find jobs with higher salaries in the recipient countries,” said YaNavuth, executive director of CARAM Cambodia (Theara, 2014).

Mobility of educated workers to richer countries, wealthy nations being fulfilled by weaker nations’ migrants (Johnson, 2015), and because of the high payment, skilled workers from the whole region of ASEAN flow into hunt jobs in Singapore, Malaysia, Thailand and Brunei Darussalam (Ruhs, 2016 and Martin & abella, 2013). The movement of the professionals to the modern states is to find the opportunities of better payment (Bernard, V. 2015). Weili (2013-2016) showed the economists studied and predicted in advanced that jobs seekers from weaker countries to the more developed nations for the main purposes of higher salary; similarly, Phnom Penh Post (2015) also revealed Kevin Britten, managing director of Top Recruitment, a local human resources firm, that claimed “labourers who are from the rural areas normally improve their knowledge for getting better wages,”. According to Paryono (2011), the World Bank shows that salary in richer states is about five times higher than in the least developed states for similar works and this is one of the reasons that attract the jobs finders from the less developed countries to work for higher salary in the more developed nations. Positive effect is found towards the better payment that the skilled Cambodians are likely to be paid when they get the jobs in ASEAN countries rather than what they get in their own state. To get higher salary for the future job, an accounting student at CamEd Business School, said that after graduating, she would think of looking for job at oversea (Chandara, 2015).

Wage disparities

Average monthly wage in US\$ (in 2012 or latest available)

Country	Average monthly wage in US\$ in year 2012
Cambodia	121\$
Indonesia	174\$
Vietnam	181\$
Philippine	206\$
Thailand	357\$
Malaysia	609\$
Singapore	3,547\$

Source: ILO, Global Wage Database

F. The Chance to get works experience from the ASEAN's countries

Oliver Watson, managing director for the UK, North America and the Middle East at Michael Page, the search firm, says it is worth that the companies are cooperating over many international countries that the workers may gain foreign work experience; it would allow the exchange of experience and skills (Bangkok Post, 2014). Cambodia's labor forces, especially skilled employees, will have opportunities to exchange experience from their abroad workplaces. It was found that there were an estimated 1.4 million Cambodian workers migrating in 2013, around 6.9 per cent of Cambodia's total population (source: UNICEF Cambodia's Migration Profiles) (Siphana, 2015), and Cambodia will gain broader experience from the outside world after they finish their works in overseas and return back to homeland as Chuop Narath, deputy director of the department of employment and manpower at the Ministry of Labor said "For Cambodia, skilled youth would benefit by having the opportunity to get work experience abroad," (Hruby, D. 2014).

G. Equall treatment among ASEAN skilled workers

Cambodia's Education will gain the regional honor as his educated and professional people will be equally treated like other intellectuals in the ASEAN, according to the Mutual Recognition Arrangements (MRAs) which was signed by all ASEAN members in 2007. Local graduated students will be recognized by the developed countries in ASEAN nations equally. MRAs agreement was established in order to smooth skills mobility in the ASEAN and the professionals will be accepted in the whole region of ASEAN equally among fields signed by all members on such as engineering, nursing, architecture, accountancy, surveying qualifications, medical practitioners, dental practitioners, and Tourism Professionals (Chia, 2011; Orbeta, 2013; ASEAN Secretariat, 2015; Hatsukano, 2015; Rubrico, 2015; ASEAN Secretariat Jakarta, 2015; Salim, 2016; and Sudarmanto, 2016). ASEAN has also arranged skills mobility in the region that each ASEAN Member State to recognize the education or experience received, requirements met, or licenses or certifications issued in another country of ASEAN (Dasgupta & Das, 2014; Luz, 2014; ASEAN Secretariat Jakarta, November, 2015; Ismail, 2015; Katigbak, 2015; Lee, 2015; and Sugiyarto, 2016).

H. Free flow of skilled labor in the AEC Inspires Local education

Skills mobility enhances the skill professionals; broader mobility that includes workers of all skill levels. If greater skill mobility raises returns to education and skill upgrading, and students and workers who wish to acquire more skills, then this can lead to a rise in the general skill level of the work force. There are some encouraging signs that this has started to happen. Some of the lower income ASEAN members have shown efforts to improve their curriculums for education and training, and to strengthen their certification and accreditation processes (Wei, 2016).

"Human resource mobilization is one of the key drivers in the AEC integration; professionals' ability development," (Hudtohan, October 29, 2014), (ASEAN Economic Monitor, 2013). "The increasing amount of labor mobility in the region has inspired education policymakers and practitioners to improve curriculum, plan learning activities, and implement skills, recognition in education and training with the primary goal to prepare its students to enter the labor market," (Paryono, 2011); Wei (2016) written that "Mobility of workers in eight skilled professions can lead to significantly empower skilled professionals, and more people to return to education and upgrade their skills, and students, workers may wish to acquire more skills, and this can lead to a rise in the general skill level of the workforce, and result in a more inclusive outcome,". The exchange programs for educational sectors, universities, students, and staffs among countries in ASEAN in the frame of MRAs will probably help develop Cambodia's education for improving the quality of Cambodian learners and skilled workers. According to a discussion on the future of Cambodian education, it is expected that the local education will be strengthened in order to work and compete with other educated people in the region of ASEAN (Vichet. S and Sokha. H, 2015); similarly, IDP (2015-2025) showed that Cambodian Industrial

Development Policy is pushing the Cambodian Industry to strongly depend on skills, creating more vocational training for young Cambodians to reach high skills in 2025; the Royal Government of Cambodia (RGC) has been working to develop skills, human resources; and Cambodian Industrial Development Policy is transferring the Cambodian Industry to mainly depend on skills,” (IDP, 2015-2025).

I. The Destination countries for skills migration in ASEAN

Ruhs (2016) found that it is attracted by large amount the professionals from the least developed states to look for works in countries like Singapore, Malaysia, Brunei Darussalam that pay the highest wage for skilled workers, and according to report by ASEAN Affair (2011), Malaysia, Philippines, Indonesia, Singapore and Thailand require skilled labor to extend their growing industrial and technical base; the three countries Singapore, Malaysia, and Thailand accept the most foreign skilled human resources (Paryono, 2011). In 2014, workers mobility grew up to fourteen million people that those number was equal to six percent of the world’ labor forces migration; Cambodia is one among the laborers sending countries.

J. Human resources Development of Cambodia and Recommendations

Brewer (2014) stated that government, employers and workers should ensure that deeper economic integration benefits all citizens by upgrading skills to meet shifting demand, and Professor James Tang, dean of school of social sciences, SMU said that “Singapore, Malaysia, Thailand, Indonesia and the Philippines in strengthening the labor force to meet the rising challenges in the digital age,”(SMU, ASEAN-5 Countries: Different Constraints In Responding to Skills Challenges , 2016).

To develop his country’s human resources in order to have ability in working productively with other states in the region of ASEAN, the Royal Government of Cambodia has to work hard to better the country’s education. Dai (2015) claimed that developing the education system is found as the significant step, and strengthening the local skills should be done in order to have enough the country professionals. Runcie (2016) has extracted speech of Heng Sour, director general for administration and finance at the Ministry of Labour and Vocational Training that “Cambodia needs to put a stronger emphasis on education and vocational training,” In addition, ChuobNarath, deputy director of the labor department at the Ministry of Labor, said “The Ministry of Labor has main priorities for enhancing professional training, creating jobs for labor forces,”(Theara, 2014).“Participating in skills development, the training centers should be built to certify professionals that meet ASEAN Economic Community (AEC) standards, allowing them to work within the region,” said Try Chhiv, deputy director-general of the Ministry of Tourism (Phnom Penh Post, 2016). According to Tep (2011), Cambodia is found trying to improve skills training to support industrial development with skills demanded. Similarly, Todd (2015) also stated that the Ministry of Education has made significant development by creating more skilled labor through vocational courses; and the Council for the Development of Cambodia (2015) also has written that “The Royal Government of Cambodia’s vision is to transform and modernize Cambodia’s industrial structure from a labour-intensive industry to a skill-driven industry by 2025, through connecting to regional and global value chain,”.

K. Lessons learned from the EU for the ASEAN regional Skills movement

Free movement of labour is a fundamental principle of the EU, and all citizens are having the same right to look for a job in another EU country. Also, qualifications are recognized in the whole region of Europe; there is no bias when workers are recruited, and the spread of migrant flow from weaker countries to the more developed countries are in huge amount (Pettinger, 2016). It is the work opportunities for the unemployed to find works in the region of EU while some of more developed countries shortage workers, as the further notes

by Pettinger (2016) that “The UK has relied on many immigrants to work in filling skilled jobs, such as nurses and doctors. Across UK, migrants account for approximately ten percent (10%) of doctors,”

Showing the advantages of migrant movement in EU, Andor (2014) has written that labor flow in the EU is crucial, for it helps to improve the labor forces capacity in job markets and the numbers of migrant increased; consequently, EU workers migration is the significant element to develop the receiving countries' economy. Mobile EU workers help increase GDP and contribute to improving the functioning of the host countries' economies: they improve the skill mix and work mainly in sectors and occupations where labour shortages need to be filled (Andor, 2014).

L. Literature Review Conclusion

Skilled Labor mobility is one of the significant factors in developing the ASEAN Economic Community Integration. The opportunities for Cambodians from the free flow of skilled labor in the AEC have been discussed and argued; especially, among the generals, learners, officers and the persons in charge of skilled labors on the benefits, such as the chance to get jobs in and outside Cambodia, the opportunity to get well-paid work in abroad, the occasion of working and getting experience from countries in the ASEAN's region, the equal treatment in education, and the motivation for local people for their education as Cambodia has plenty of young workers who will be wanted by other countries in ASEAN.

CHAPTER:- 3**RESEARCH METHODOLOGY****➤ *Data collection and analysis***

To reach the results of this study, analysis is done through the secondary data collected from working papers, academic written documents, online articles that are related to skilled workers in Cambodia, the ASEAN, the EU, and the opinions extracted from experts at the Asian Development Bank, the World Bank, the International Labor Organization, the ASEAN Secretariats, the former ASEAN's Secretary Generals, the documents written by Researchers whose their skills is mainly about the ASEAN, the AEC flow of people, and information on skills extracted from documents written by professors, senior researchers on skills mobility in the ASEAN, authors, managers of skills recruitment, government officers in charges of Labor forces, speeches delivered by government and private officers in the relation to skills, officers at ILO, and the council for the Development of Cambodia.

CHAPTER:- 4**FINDINGS**

As predicted in the hypothesis, this study finally has the following findings: Firstly, Cambodian skilled workers and professionals may gain the occasion for working abroad with larger labor markets that help to reduce unemployment in the country (Euro-Cham, Cambodia, 2016) because some developed countries in the ASEAN lack human resources as they have more aging people while Cambodia today has more young and potential human resources. This means Cambodian skilled workers will have more opportunities to get works in the richer countries in the ASEAN. Secondly, it is the possibility that Cambodian professionals have for doing well- paid works in the region of ASEAN as YaNavuth, executive director of CARAM Cambodia also has similar vision that Cambodian professionals will gain the well-paid works from the AEC (Theara, 2014). Thirdly, Cambodians are expected to gain working experience from overseas after they were given the chances to work in the region of ASEAN, as the official, Mr. Narath said“ For Cambodia, skilled youth would benefit by having the opportunity to work experience abroad,” (Hruby, D. 2014). Fourthly, Cambodian professionals will be treated equally as other intellectuals from the whole region of ASEAN, according to the Mutual Recognition Agreement (MRA), and fifthly, Cambodia is observed having improved himself in term of education as Cambodia has been struggling to develop his human resources and the country’s education has been brought into good monitoring practiced by the reforms, which is aiming to strengthen the quality of education. The development of education is much relevant to the skills improvement in Cambodia and these will be the weapons for the professionals to access the chances for working effectively and productively in their own country, in the region of ASEAN and in the globe.

CHAPTER:- 5**CONCLUSION**

This study is conducted to explore the advantages for Cambodia from the free flow of skilled labor in the ASEAN economic community. This study employed secondary data with 68 references from different sources that are related to skills and skills mobility in Cambodia and in the ASEAN. And as a result, there are five significant benefits for Cambodian professionals from joining the AEC in terms of free flow of skilled labor; those advantages include the chance to get larger labor markets in the region of ASEAN, the opportunity to have well-paid jobs, abroad working experience, the value of being equally treated as other citizens in the ASEAN, and the rise of motivation for strengthening the local education in order to compete and work cooperatively productively with the region's professionals.

REFERENCES

- [1]. ADB. (2014 , September 26). Cambodia Gets ADB Loan to Boost Quality, Access to Technical Training. Retrieved October 05, 2016, from <https://www.adb.org/news/cambodia-gets-ADB-loan-boost-quality-access-technical-training>.
- [2]. Andor, L. (2014, June 24). Labour mobility in the EU: challenges and perspectives for a genuine European labour market. Retrieved November 18, 2016, from European Commission: <http://europa.eu/rapid/press-release-Speech>.
- [3]. ASEAN Affairs. (2011, May-June). Skilled Labor Is A Critical Issue In ASEAN. Retrieved March 08, 2017, from www.storesonlinepro.com/files/May-Jun-11-ASEAN-Skilled-Labor.pdf.
- [4]. ASEAN Secretariat. (2015, November). ASEAN Integration Report 2015. Retrieved January 23, 2017, from public@asean.org: <http://asean.org/storage/2015/12/ASEAN-Integration-Report-2015.pdf>.
- [5]. ASEAN Secretariat Jakarta (November 2015, November 2015). ASEAN Economic Community 2015:Progress and Key Achievements. Retrieved March 21, 2017, from www.asean.org.
- [6]. ASEAN UP (2015, October 8). Overview of the ASEAN skilled labor market. Retrieved January 03,2016, from Fluorcom: <http://aseanup.com/overview-of-the-asean-skilled-labor-market>.
- [7.] ASEAN UP. (2016, August 02). Benefits of the ASEAN Economic Community – AEC. Retrieved March 08, 2017, from <http://aseanup.com/benefits-asean-economic-community-aec>.
- [8]. Bangkor Post. (2014, March 29). Cambodia Not Ready For AEC . Retrieved January 11, 2017, from <https://cambodianbusinesscorner.wordpress.com/2014/03/29/cambodia-not-ready-for-aec>.
- [9]. Bernard, V. (August 26, 2015, August 26). AEC Skilled-Labor Migration: A Gap between Aspiration and Reality? Retrieved December 01, 2016, from The Asian Foundation: <http://asiafoundation.org/in-asia/2015/08/26/aec-skilled-labor-migration-a-gap-between-aspiration-and-reality>.
- [10]. Brewer, L. (2014, November). Labour mobility and skills recognition: Lessons for ASEAN. Retrieved January 12, 2017, from www.ilo.org/manila.
- [11]. Capannelli, G. (2014, December 19). ASEAN labouring under outdated Migration policies. Retrieved January 12, 2017, from <https://aseanintegration101.wordpress.com/category/aec/opportunities-and-challenges>.
- [12]. CDC. (2015). Cambodia Industrial Development Policy 2015-2025. Retrieved July 14, 2016, from cambodiainvestment.gov.kh/cambodia-industrial-development-policy-2015---2025-3.html/idp-english-version-final-2: cambodiainvestment.gov.kh/content/uploads/2015/09/IDP-English-Version-FINAL1.pdf.
- [13]. CDC, C. a. (2016). Social Situation. Retrieved July 06, 2016, from Council for the Development of Cambodia, CIB & CSEZB: cambodiainvestment.gov.kh/country-overview/social-situation.html.
- [14]. Chandara, S. (2015, December Monday, 14). Labour market unfazed by AEC. Retrieved February 9, 2016, from [www.phnompenhpost.com: http://www.phnompenhpost.com/business/labour-market-unfazed-aec](http://www.phnompenhpost.com/business/labour-market-unfazed-aec).

- [15]. Dai, C. (2015, August 24). How will the ASEAN Economic Community impact Cambodia? . Retrieved December 31, 2015, from Chab Dai Collaboration: <http://chabdai.blogspot.com/2015/08/the-impact-of-asean-economic-community.html>.
- [16]. Dasgupta, S., & Das, S. B. (2014, December). Does the AEC spell open season for skilled workers? Retrieved December 31, 2016, from <http://penangmonthly.com/does-the-aec-spell-open-season-for-skilled-workers/>.
- [17]. Euro-Cham, Cambodia. (2016, January 11). Review of the Launch of the ASEAN Economic Community. Retrieved March 08, 2017, from <http://www.eurocham-cambodia.org/Review-of-the-Launch-of-the-ASEAN-Economic-Community>.
- [18]. Hatsukano, N. (2015, November). Improving the Regulatory and Support Environment for Migrant Workers for Greater Productivity, Competitiveness, and Social Welfare in ASEAN . Retrieved April 01, 2017, from www.eria.org.
- [19]. Heal, A and Huelser, S. (2014, June). Moving Freely? Labour Mobility in ASEAN. Retrieved August 31, 2016, from ASIA Pacific Research And Training Network On Trade: [http.pdf](http://www.aprt.net/asean/moving-freely-labour-mobility-in-asean.pdf).
- [20]. Hudtohan, E. T. (October 29, 2014, October 29, 2014 October 29, 2014). ASEAN Economic Community: Opportunities in Managing the Challenges of the Region. Retrieved January 21, 2017, from <https://aseanintegration101.wordpress.com/category/aec/opportunities-and-challenges/>.
- [21]. ILO. (2015, December). Towards a Mutual Recognition of Skills in CLM (Cambodia, Lao People's Democratic Republic and Myanmar) Countries for AEC 2015 and Beyond. Retrieved March 21, 2017, from <http://www.ilo.org/asia/htm>.
- [22]. ILO. (2016). Flow of skilled labour in ASEAN:Demand and supply for skilled workers and employer preparedness for increased flow of skilled labour. Retrieved October 12, 2016, from <http://www.ilo.org/wcmsp5/groups/public/asia/-ro-bangkok/sro-bangkok/documents/publication/wcms.pdf>.
- [23]. ILO. (2017, February 23). Mutual Recognition of Skill News. Retrieved March 09, 2017, from <http://apskills.ilo.org/news/share-publishes-fourth-policy-brief>
- [24]. Ismail, S. (2015, August 22). ASEAN leaders push for greater regional labour mobility. Retrieved January 25, 2017, from <http://www.channelnewsasia.com/news/singapore/asean-leaders-push-for/1779890.html>.
- [25]. Japan, E. o. (2012, April). Country Assistance Policy for Cambodia. Retrieved January 08, 2016, from <http://www.kh.emb-japan.go.jp/economic/cooperation/Assistance.pdf>.
- [26]. Johnson, J. (2015 , December 09). Will the ASEAN Economic Community mean free movement of labour? Retrieved August 26, 2016, from CIPD Asia: <http://www.cipd.asia/people-management-magazine/hr-news-opinion/asean-free-movement-labour>.
- [27]. Katigbak, J. J. (2015, August 22). Why the Delay in the Free(r) Flow of Skilled Labor in ASEAN? Retrieved December 22, 2016, from <http://www.fsi.gov.ph/why-the-delay-in-the-freer-flow-of-skilled-labor-in-asean - 22-august-2015>.

- [28]. Koty, A. C. (2016, May 13). Labour Mobility in ASEAN: Current Commitments and Future Limitations. Retrieved September 11, 2016, from ASEAN Briefing: <http://www.aseanbriefing.com/news/2016/05/13/asean-labor-mobility.html>.
- [28]. Lee, S. (2015, May 25). Asean single market and the free movement of skilled labour . Retrieved April 03, 2017, from <https://yawningbread.wordpress.com/2015/05/25/asean-single-market-and-the-free-movement-of-skilled-labour>.
- [29]. Luz, J. M. (2014, September 25). The ASEAN Economic Community and the Free Flow of Skilled Labor:A Game- Changer for Higher Education Institution. Retrieved December 26, 2016, from <https.pdf>.
- [30]. Magazine, A. (2014). Education Reform, English language learning and the ASEAN Community . Retrieved January 08, 2016, from Ministry of Education, Youth and Sport: <http://www.moeys.gov.kh/en/minister-page/education-reform-english-language-learning-and-the-asean-community>.
- [31]. Malaya, B. I. (2015, January 26). Skills challenge' seen with free flow of Asean professionals . Retrieved March 23, 2017, from <http://www.malaya.com.ph/business-news/business/skills-challenge-seen-free-flow-asean-professionals>.
- [32]. Martin, P., & Abella, M. (2013, November 05). Reaping the economic and social benefits of labour mobility: ASEAN 2015. Retrieved January 29, 2017, from www.ilo.org.pdf.
- [33]. Parikh, T. (2015, December 31). The AEC Has Arrived, But Benefits for Cambodia Are Far Off. Retrieved March 12, 2017, from <https://www.cambodiadaily.com/news/the-aec-has-arrived-but-benefits-for-cambodia-are-far-off>.
- [34]. Paryono. (2011, April). TVET initiatives in Southeast Asian countries in response to increasing labour mobility within the region and beyond. Retrieved December 12, 2016, from Academic on File: <http://go.galegroup.com>.
- [35]. Perspectives@SMU. (2016, April 01). ASEAN Economic Community: Don't Count on Labor Mobility, Accountants . Retrieved April 08, 2017, from <http://www.cfoinnovation.com/story/11170/asean-economic-community-dont-count-labor-mobility-accountants>.
- [36]. Pettinger, T. (2016, June 25). Free movement of labour – advantages. Retrieved January 29, 2017, from <http://www.economicshelp.org/blog/1386/economics/free-movement-of-labour/>.
- [37]. Phnom Penh Post. (2015, June Fri, 26). Cheap exports, costly imports: Cambodia's labour dilemma . Retrieved January 18, 2016, from [ww.phnompenhpost.com](http://www.phnompenhpost.com): [http: cheap-exports-costly-imports-cambodias-labour-dilemma](http://cheap-exports-costly-imports-cambodias-labour-dilemma).
- [38]. Phnom Penh Post. (2016, October 12). Tourism sector 'needs 200K new workers' . Retrieved March 12, 2017, from <http://www.ilo.org/asia>: <http://apskills.ilo.org/news/tourism-sector-2018> Poolttlwong, A., & Ramlrez, B. (2016, January 06). ASEAN Economic Integration: Opportunities and Challenges that Lie Ahead. Retrieved January 09, 2017, from World News: <https://intpolicydigest.org/2016/01/06/asean-economic-integration-opportunities-and-challenges-that-lie-aheadneeds-200k-new-workers2019>.

- [39]. Pruksacholavit, P. (2014, April). Advancing the right to freedom of movement in the AEC framework: what the AEC can learn from the EU. Retrieved November 27, 2016, from Institute for Migrant Rights Pres.
- [40]. Reych, Z. (2016, May 01). ASEAN job market toughens, but skilled workers in increasing demand . Retrieved March 16, 2017, from <https://www.aseantoday.com/2016/05/asean-job-market-toughens-skilled-workers-increasing-demand/>.
- [41]. Rithi, P. (2015, September 16). AEC 2015: Benefits and Challenges for Cambodia. Retrieved December 03, 2015, from the Ministry of Commerce.
- [42]. Rubrico, J. G. (2015, October). Free Flow, Managed Movement Labour mobility policies in ASEAN and the EU . Retrieved December 31, 2016, from European Institute for ASIAN Studies: http://www.eias.org/wp-content/uploads/2016/02/EIAS_Briefing_Paper_2015-3_Rubrico_Labour_Mobility.pdf.
- [43]. Ruhs, M. (2016). Preparing for Increased Labour Mobility in ASEAN: Labour Markets, Immigration Policies and Migrant Rights. Retrieved December 29, 2016, from International Organization for Migration: <http://th.iom.int/images/report/IOMaseanReportFinalLow.pdf>.
- [44]. Runcie, A. (2016, February Saturday). Cambodia suffering a lack of depth in skilled-worker pool . Retrieved October 12, 2016, from <http://www.phnompenhpost.com/business/cambodia-suffering-lack-depth-skilled-worker-pool>.
- [45]. Salim, T. (2016, November 25). Mobility of skilled labor needed for successful AEC. Retrieved December 15, 2016, from <http://www.thejakartapost.com/news/2016/11/25/mobility-of-skilled-labor-needed-for-successful-aec.html>.
- [46]. Siphana, S. (2015, April 08). Free Flow of Skilled Labor in ASEAN: A Risk for Cambodian Graduates? Retrieved September 15, 2016, from <http://www.soksiphana-private.com.pdf>
- [47]. SMU. (2016, November 01). ASEAN-5 Countries: Different Constraints In Responding to Skills Challenges . Retrieved March 26, 2017, from https://socsc.smu.edu.sg/news/2016/nov/01/asean-5-countries-different-constraints-responding-skills-challenges_.
- [48]. Styllis, G. (2014, April 03). Lack of Skilled Labor Greatest Obstacle to Growth. Retrieved October 24, 2016, from <https://www.cambodiadaily.com/archives/lack-of-skilled-labor-greatest-obstacle-to-growth/>.
- [49]. Sudarmanto, H. (2016, January 20). Indonesia & ASEAN Economic Community: Free Flow of Skilled Labor. Retrieved March 09, 2016, from [www.indonesia-investments.com](http://www.indonesia-investments.com/news/todays-headlines/indonesia-asean-economic-community-free-flow-of-skilled-labor): <http://www.indonesia-investments.com/news/todays-headlines/indonesia-asean-economic-community-free-flow-of-skilled-labor>.
- [50]. Susantono, B. (2016, March 31). Keynote Speeches at the Conference on Benefitting from Skill Mobility Under the ASEAN Economic Community. Retrieved December 03, 2016, from States News Service: [http:](http://)
- [51]. Sugiyarto, G. (2016, May Friday 13). We need stronger commitment on skills mobility to realize the AEC. Retrieved January 18, 2017, from <https://blogs.adb.org/blog/we-need-stronger-commitment-skills-mobility-realize-aec>.

- [52]. Tamagno, E. (2008, January). Strengthening Social Protection for ASEAN Migrant Workers through Social Security Agreements. Retrieved May 29, 2017, from <http://www.ilo.org/asia/publications>.
- [53]. Tanpipat, N. (2015, November 02). From Brain Drain to Brain Gain . Retrieved January 03, 2017, from IOM: <https://www.iom.int/oped/brain-drain-brain-gain>.
- [54]. Theara, K. (2014, March 28). Unskilled Workers Have Little To Gain in Asean Integration . Retrieved November 12, 2016, from <http://www.voacambodia.com/a/unskilled-workers-have-little-to-gain-in-asean-integration.html>.
- [55]. The Nation. (2016, February 01). Thailand faces greatest shortage of skilled labour in Asean: World Bank. Retrieved August 25, 2016, from <http://www.nationmultimedia.com/national/Thailand-faces-greatest-shortage-of-skilled-labour-.html>.
- [56]. The Sunday Nation. (2014, July 13). Concern over free flow of labour after AEC starts. Retrieved April 23, 2017, from <http://www.nationmultimedia.com/news/national/aec>
- [57]. Thya, R. (2016, March Friday 4). Young Leaders make the Government work smoothly. Retrieved August 15, 2016, from <https://kohsantepheapdaily.com.kh/article/html>.
- [58]. Todd, W. E. (2015, January 11). ASEAN Integration: An Opportunity for Business in Cambodia - See more at: <http://www.thecambodiaherald.com/opinion/asean-integration:-an-opportunity-for-business-in-cambodia.FWKIQJYh.dpuf>. Retrieved December 18, 2016, from <http://www.thecambodiaherald.com/opinion/asean-integration:-an-opportunity-for-business-in-cambodia>.
- [59]. Vichet, S and Sokha, H. (2015, July Thursday 09). Free Flow of Skilled Labor in ASEAN: a Risk for Cambodian Graduates? Retrieved September 05, 2016, from HSEPP: <http://www.shs-encounters-cambodia>.
- [60]. Voice of America, V. (2016 , January 19). Nobel Laureate: Human Resource is the Major Problem Facing Cambodia . Retrieved July 03, 2016, from Voice of America: [voacambodia.com.html](http://www.voacambodia.com/html).
- [61]. Wailerssak, N. (2013, December 13). IMPActs of the ASEAN (Association of SouthEast ASIAN Nations) Economic Community on Labor Market and Human Resources Management in Thailand. Retrieved January 05, 2017, from <https://www.researchgate.net/publication>.
- [62]. Wei, S. J. (2016, March 4). Free flow of skilled workers: the pitfalls and positives for ASEAN. Retrieved September 08, 2016, from The Nation: <http://www.nationmultimedia.com/opinion/Free-flow-of-skilled-workers-the-pitfalls-and-html>.
- [63]. Weili, F. (2013-2016). How the ASEAN Economic Community will change Southeast Asia. Retrieved March 23, 2017, from sure@nlb.gov.sg: <http://www.nlb.gov.sg/sure/how-the-asean-economic-community-will-change-southeast-asia>.
- [64]. Yoshida, W. (2016 , August 20). Singapore seniors solving labor crisis. Retrieved September 12, 2016, from Asian Revie: <http://asia.nikkei.com/Politics-Economy/Economy/Singapore-seniors-solving-labor-crisis>.