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CENTER FOR ALLIANCE OF LABOR AND HUMAN RIGHTS-CENTRAL

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Announcement External- Consultancy

Center for Alliance of Labor and Human Rights (CENTRAL) is a Cambodian non-governmental organization working on organizing and supporting the Cambodian working people through legal aid and other appropriate means to demand transparent and accountable governance for labor and human rights.

CENTRAL is seeking an interested candidate to apply for a consultancy to develop “**Labor, Business & Human Rights Guidebook.**”

The consultant will collaborate with **Health and Poverty Action (HPA), Center for Alliance of Labor and Human Rights (CENTRAL), Building and Wood Workers Trade Union Federation of Cambodia (BWTUC), Cambodia Alliance of Trade Union (CATU), and Cambodian Food and Service Workers’ Federation (CSFWF).**

Consultant Scope of Work and responsibility :

Design, develop contents and narrative of the book including training module to cover;

1. Business responsibilities and human rights principles, and align with:

- ILO Core Labor Standards,
- UN Guiding Principles on Business and Human Rights (UNGPs),
- Human Rights and Environmental Due Diligence (HREDD),
- National labor laws, including Labor law, trade union law,

2. Key Labor and Human Rights Principles:

- Freedom of association & collective bargaining,
- Elimination of forced labor,
- Abolition of child labor,
- Non-discrimination and equality,
- Safe and healthy working conditions,
- Fair wages, working hours, and employment conditions,

3. Business Responsibilities (UNGPs Framework):

- State duty to protect workers and enforces labor law,
- Corporate Responsibility to Respect Companies avoid harming workers and prevent abuses,
- Access to remedy and effective channels for resolving worker complaints.

4. Labor Due Diligence for Businesses:

- Identify risks: map supply chain, review practices, conduct worker consultations.
- Prevent/mitigate risks: adopt policies, train HR/management, improve recruitment practices.
- Monitor: audits, KPIs, worker feedback, safety inspections.
- Report: communicate actions and improvements transparently.

5. Practical Guidance on Key Labor Areas based three pillars of Decent Work Country Programme (DWCP) 2025-2028 focusing on :

- Freedom of association: Better compliance, dispute resolution, labour governance
- Stronger safety nets, expanded social services

- Occupational health & safety: risk assessments, training, emergency plans.

6. Grievance Mechanisms:

Effective mechanisms must be: accessible, fair, predictable, confidential, and rights-compatible. Examples: Internal complaint channels, Hotlines or suggestion boxes, HR conflict-resolution systems, External mechanisms (government inspectorate, arbitration bodies)

7. Tools & Templates (Annex)

- Labor rights checklist
- Due diligence form
- Sample code of conduct
- Worker interview questionnaire
- OSH risk assessment template
- Diagram of the labor dispute resolution in Cambodia
- Sample of a leave request form
- Sample of a labor dispute complaint form
- Sample of a complaint to a brand owner or buyer

All proposals must be delivered to the contact persons listed below, either by email or as a hard copy, no later than **17:00 on April 30, 2026**. Proposals must be written in English.

If you require any further clarification, please contact the below persons:

Contact Person: Mr. Khun Tharo and Ms. Chan Somaly

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