

**Consultation Meeting**  
**on the implementation of the Technical Intern Training Program**

**Cambodia – Japan**

**2020**

**RECORD OF DISCUSSION**

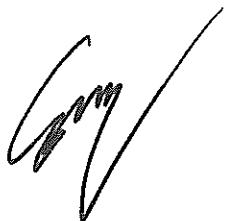
**A. INTRODUCTION**

The consultation meeting between the Government of Japan and the Government of Cambodia was held on 24th January 2020 in Phnom Penh, Cambodia.

**B. DISCUSSION**

1. Both sides reconfirmed that the technical trainees from Cambodia are applicable for the Labour standards Act, Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment of Japan, and other laws and regulations relating to labour, and they are protected during their work in Japan, same as Japanese workers.
2. Both sides reconfirmed that it is forbidden for employers to give disadvantageous treatments such as dismissal to workers by reason of pregnancy, childbirth, etc, under the Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment of Japan.
3. Both sides reaffirmed that it is inappropriate to include provisions of compulsory sending back to home country ,which might encourage disadvantageous treatment prohibited by the Japanese laws and regulations in the contracts between sending organizations and technical-trainees or supervising organizations in case of pregnancy, etc.

**For the Cambodian Delegation**



**Name**

**For the Japanese Delegation**



**Name**