

Rape and domestic violence sometimes led to death. Most observers believed neither authorities nor the public generally regarded domestic violence as a criminal offense.

In May Prime Minister Hun Sen said five prominent businessmen had bribed police and judicial officials to fabricate evidence against a woman student, Mean Pich Rita, who was briefly imprisoned in 2021 for accusing one of the tycoons, Heng Sear, of attempted rape. The prime minister said he became involved because the “intervention of rich people” in the case was “an injustice.” As of November, however, there had been no legal action against any of the implicated businessmen or police officials.

The Ministries of Information and Women’s Affairs implemented a code of conduct for media reporting on gender-based violence, which bans publication of a survivor’s personal identifiable information, photographs of victims, depictions of a woman’s death or injury, depictions of nudity, and the use of certain words deemed offensive or disparaging to women.

Sexual Harassment: The law criminalizes sexual harassment, imposing penalties of six days’ to three months’ imprisonment and modest fines, although the law was rarely enforced. Workplace sexual harassment was believed to be widespread.

Reproductive Rights: There were no reports of coerced abortion or involuntary sterilization on the part of government authorities.

Cultural barriers played a significant role in limiting women’s access to contraceptives. Unmarried, sexually active persons were often too shy or embarrassed to ask for contraceptives at health centers, clinics, and pharmacies.

The government provided access to sexual and reproductive health services to survivors of sexual violence, and a method of emergency contraception was available as part of the services. There were reports that the public and survivors of sexual violence preferred NGO clinics, if available, because of chronic understaffing and poor facilities at government-run clinics. An NGO reported that the staff of the government health centers was more responsive to survivors of sexual violence if an NGO representative was present.

According to the Cambodian Demographic and Health Survey, in 2021 the maternal mortality rate was 154 per 100,000 live births, compared with 170 deaths per 100,000 live births in 2014. Major factors influencing high maternal mortality rates included shortages of adequate health facilities, medications, and skilled birth attendants.

Discrimination: The constitution and law provide for equal rights for women and men, including equal pay for equal work and equal status in marriage. The government did not effectively enforce the law. For the most part, women had equal property rights, the same legal right as men to initiate divorce proceedings, and equal access to education, but cultural traditions and unpaid care responsibilities limited the ability of women to reach senior positions in business and government or participate in the workforce.

The government expected women to dress and comport themselves according to “Khmer traditions.” On August 30, the Ministry of Women’s Affairs warned Moha Hang Productions for its Miss Grand Cambodia event, criticizing organizers for the participants’ “revealing” dress.

Systemic Racial or Ethnic Violence and Discrimination

The constitution grants equality before the law and criminalizes discrimination and violence if due to “membership in a particular ethnicity, nationality, race, or religion.”

Experts noted widespread negative attitudes toward nationals of the People’s Republic of China (PRC), in part due to links with criminal activity, particularly in Sihanoukville city. Newspapers reported stories of crimes committed by PRC residents and business owners (mostly against fellow PRC nationals), including murder, shootings, armed robbery, gang violence, kidnapping, trafficking in persons, extortion, counterfeiting, pornography, drunk driving, and drug possession.

There were reports of discrimination against ethnic Vietnamese residents, including government destruction and forced relocation of floating houses, many of which belonged to ethnic Vietnamese fisherfolk (see section 2.g.).

Indigenous Peoples

The most recent national census, conducted in 2019, reported 24 groups of Indigenous communities in the country, comprising approximately 3 percent of the total population. Although there were no reports of threats or violence against Indigenous persons for political reasons, they faced economic hardship and some social discrimination. An Indigenous community NGO reported that the average income of an Indigenous person was approximately 320,000 riels (\$80) a month, compared with a national average monthly income of between 870,000 and one million riels (\$217 and \$250).

Land rights for Indigenous persons or communities were not respected or protected effectively. Although the law recognizes collective land ownership by Indigenous communities, the government was slow to issue legal titles for such land. One NGO found that the government took 11 years to register 37 community land titles for Indigenous groups.

Children

Birth Registration: By law children born to one or two ethnic Khmer parents are citizens. A child derives citizenship by birth to a mother and father who are not ethnic Khmer if both parents were born and living legally in the country or if either parent acquired citizenship through other legal means. Ethnic minorities are considered citizens by law. The Ministry of Interior administered the birth registration system, but not all births were registered immediately, primarily due to lack of public awareness of the importance of registering births and corruption in local government.

Failure to register births resulted in discrimination, including the denial of public services. Children of ethnic minorities and stateless persons were disproportionately unlikely to be registered. NGOs that serve disenfranchised communities reported authorities often denied access to education and health care services for children without birth registration. NGOs stated such persons, when adults, were also often unable to gain employment, own property, vote, or access the legal system.

Education: Education was free, but not compulsory, through grade nine. Many children left school to help their families in subsistence agriculture or work in other activities. Others began school at a late age or did not attend school at all. The government did not deny girls equal access to education, but families with limited resources often gave priority to boys, especially in rural areas. According to international organization reports, enrollment dropped significantly for girls after primary school in urban areas, while secondary school enrollment for boys dropped significantly in rural areas.

Child Abuse: There are laws against child abuse, and the government took legal action against perpetrators, according to observers. According to UNICEF's 2020 *Violence Against Children Report*, approximately half of the children in the country had experienced extreme violence. From January to June, a local human rights NGO investigated 77 new cases of serious abuse against 83 children, 77 girls and six boys. Six of these children were killed. Almost 80 percent were either cases of rape or attempted rape, and nearly 4 percent involved gang rape.

Child, Early, and Forced Marriage: The legal minimum age of marriage for both men and women is 18; however, children as young as 16 may marry with parental permission.

Sexual Exploitation of Children: Sexual intercourse with a person younger than 15 is illegal, and the law prohibits the commercial sexual exploitation of children and child pornography. Child sexual exploitation was common; authorities effectively responded to reports and attempted to enforce the law. The government continued to raid brothels to identify and remove child sex trafficking victims, although the majority of child sex trafficking was clandestine, occurring in beer gardens, massage parlors, beauty salons, karaoke bars, other retail spaces, or noncommercial sites, or was arranged online. Police investigated child sex trafficking in brothels or when victims or their family members filed complaints directly but did not typically pursue more complicated cases, for example those involving online sexual exploitation. The government said it used undercover investigative techniques on a "case-by-case basis" as authorized by a judge but did not disclose details on how often this authority was used.

The country is highly connected online, and experts reported online child sexual

exploitation was on the rise. According to child protection NGO Action Pour Les Enfants, there were 183 cases of child exploitation in the first six months of the year, compared with 140 in the same period in 2021. The NGO believed the actual number was much higher because most victims and families were unwilling to report child sexual exploitation due to fear of social discrimination, stigma, and widespread distrust of the judiciary.

The country remained a destination for child sex tourism. The government used the law to prosecute both sex tourists and residents of the country for the sexual exploitation of children. The law provides penalties ranging from two to 20 years in prison for commercial sexual exploitation of children. The law also prohibits the production and possession of child pornography.

Displaced Children: Child displacement was a serious problem. The government offered limited, inadequate services to street children, almost always sending them to NGO shelters for support. The Social Affairs Ministry estimated there were 2,600 street children in the country.

Institutionalized Children: The government had no policies for children with disabilities in residential institutions, including for those in nominally adult psychiatric facilities, social care homes, orphanages, and nursing homes. Despite having some broader alternative care policies, the government did not properly track and monitor residential care centers, and observers alleged many private orphanages were mismanaged and populated by sham orphans to lure donations from foreigners. An estimated 36,000 to 49,000 children lived in residential care institutions or orphanages, according to UNICEF and research conducted by Columbia University in 2018. Approximately 80 percent of these children had at least one living parent. The study also found that residential care resulted in lower developmental and health outcomes for children and put them at higher risk for future exploitation. There were no state-supported or -operated orphanages or other child protection programs that provided safe alternatives for children.

Antisemitism

A small Jewish foreign resident community lived in Phnom Penh. There were no reports of antisemitic acts.

Trafficking in Persons

See the Department of State's *Trafficking in Persons Report* at <https://www.state.gov/trafficking-in-persons-report/>.

Acts of Violence, Criminalization, and Other Abuses Based on Sexual Orientation, Gender Identity or Expression, or Sex Characteristics

Criminalization: No law criminalizes consensual same-sex sexual conduct between adults.

Violence against LGBTQI+ Persons: There were no reported instances of state or nonstate actor violence targeting lesbian, gay, bisexual, transgender, queer, or intersex (LGBTQI+) persons. Stigma or intimidation may have inhibited reporting of incidents.

Discrimination: There were no reports of official discrimination against LGBTQI+ persons by the government; there was no legal prohibition against discrimination based on sexual orientation, gender identity and expression, or sex characteristics, and no sanctions against those who discriminated. Civil society advocates and public figures who identified as members of the LGBTQI+ community were generally tolerated. LGBTQI+ individuals sometimes experienced employment discrimination and exclusion. Advocacy groups noted discrimination was more prevalent in rural areas. LGBTQI+ persons were occasionally discriminated against for working in the entertainment and commercial sex sectors.

Availability of Legal Gender Recognition: The government does not allow for changes to legal documents to bring gender markers into alignment with an individual's gender identity. There are no nonbinary or intersex options on government documents.

Involuntary or Coercive Medical or Psychological Practices Specifically Targeting LGBTQ+ Individuals: There were no reports of so-called conversion therapy or intersex infant genital surgery; there is no law prohibiting these practices.

Restrictions of Freedom of Expression, Association, or Peaceful Assembly:

Although NGOs reported no such restrictions specifically against LGBTQI+ individuals or groups, they noted the absence of antidiscrimination laws likely limited expression and association.

Persons with Disabilities

Persons with disabilities cannot access education, health services, public buildings, or transportation on an equal basis with others. The law prohibits discrimination, neglect, exploitation, or abandonment of persons with physical or intellectual disabilities, but it was not effectively enforced; the law does not explicitly address access to transportation.

Persons with disabilities faced significant societal discrimination, including in obtaining skilled employment. Children with limited physical disabilities attended regular schools. Children with more significant disabilities attended separate schools sponsored by NGOs in Phnom Penh; education for students with more significant disabilities was not provided by the government and was not available outside Phnom Penh. A local NGO reported that at least 60 percent of children with disabilities did not attend school, compared with an overall school attendance rate greater than 80 percent. Although there are no legal limits on the rights of persons with disabilities to vote or participate in civic affairs, the government made no concerted effort to enable their civic engagement.

Section 7. Worker Rights

a. Freedom of Association and the Right to Collective Bargaining

The law broadly provides for the right of private-sector workers to form and join independent trade unions of their own choice, to bargain collectively, and to strike. The law excludes certain categories of workers from joining unions, puts significant restrictions on the right to organize, limits the right to strike, facilitates government intervention in internal union affairs, permits the government as well as third parties to seek the dissolution of trade unions, and imposes minor penalties on employers for unfair labor practices. The government failed to effectively enforce applicable laws. Penalties for antiunion discrimination in hiring and

dismissing employees were commensurate with penalties for other types of discrimination. Penalties were rarely applied against violators.

Reports of severe restrictions on union formation were common, and during the year the government restricted workers' right to assemble. Authorities turned down most union requests for rally permits on the grounds that social distancing would be difficult or impossible during such events. Unions complained that police prevented them from marching and broke up such activities before marchers could reach their destination.

Civil servants, teachers, workers employed by state-owned enterprises, and workers in the banking, health care, and informal sectors may form only "associations," not trade unions, affording them fewer protections than unionized trades. The law also restricts illiterate workers from holding union leadership.

Unions faced additional difficulties organizing in Special Economic Zones (SEZs), which are exempt from several local laws and regulations. There were reports that employers colluded with authorities to prevent labor organizing in these zones and that employers fired workers due to union activity. Some government officials stated that independent unions were not welcome in the SEZs they regulate; in those zones only progovernment unions were allowed to operate.

Some employers reportedly refused to sign notification letters to recognize unions officially or to renew contracts with short-term employees who joined unions. Most workers in the formal manufacturing sector were on short-term contracts. Unions noted short-term contracts allowed employers to dismiss union organizers by failing to renew their contracts. Employers and local government officials often refused to provide necessary paperwork for unions to register. Some employers took advantage of the prolonged registration process to terminate elected union officials prior to a union's formal registration, making them ineligible to serve as union officers and further retarding the registration process.

Several labor leaders reported onerous prerequisites for union formation. Union registration requirements include filing charters, listing officials and their immediate families, and providing banking details to the Ministry of Labor and Vocational Training. Union representatives said many local chapters struggled to

meet these stringent requirements, although the Labor Ministry reported assessing no fines for noncompliance as of December.

Labor activists reported many banks refused to open accounts for unregistered unions, although unions are unable by law to register until they provide banking details. Provincial-level labor authorities reportedly stalled some registration applications indefinitely by requesting more materials or resubmissions due to minor errors late in the 30-day application cycle, although anecdotal evidence suggested this practice had decreased, particularly for garment sector and footwear sector unions. The law forbids unregistered unions from operating.

Workers reported various other obstacles while trying to exercise their right to freedom of association. There were reports of government harassment of independent labor leaders, including the filing of spurious legal charges. Several prominent labor leaders associated with the opposition or independent unions had charges pending against them or were under court supervision, including 11 leaders and members of the NagaWorld union who had been arrested or charged with “incitement” and violations of the COVID-19 law. As of December, the Labor Ministry reported at least 142 criminal and civil cases involving trade union leaders, compared with 138 in 2019.

While workers enjoy the right to conduct strikes, the legal requirements for doing so are cumbersome. The law stipulates that workers may strike only after meeting several requirements, including the successful registration of a union; the failure of other methods of dispute resolution (such as conciliation, mediation, and arbitration); the completion of a 60-day waiting period following the emergence of the dispute; a secret ballot vote of the absolute majority of union members in support of a strike; and seven days’ advance notice to the employer and the Labor Ministry. Strikers may be criminally charged if they engage in behavior interpreted by local authorities as harmful to public order.

There were reports of workers dismissed on spurious grounds after organizing or participating in “illegal” strikes. Unions initiated most strikes without meeting all the requirements stated above, making them technically illegal, according to Better Factories Cambodia. Participating in an illegal strike, however, is not in itself a legally acceptable reason for dismissal, according to labor leaders. In some cases

employers failed to renew the short-term contracts of union activists who participate in a strike; in others they pressured union personnel or strikers to accept compensation and quit. Government-sponsored remedies for these dismissals were generally ineffective.

Several unions reported increased union busting amid the sharp economic downturn caused by the COVID-19 pandemic. The independent Labor Rights Supported Union of Khmer Employees (LRSU), representing workers at the NagaWorld resort in Phnom Penh, accused management of using the pandemic as a pretext for intentional union busting. LRSU began its strike in December 2021, after NagaWorld laid off 1,329 workers. Approximately half of the company's 8,000 employees were members of LRSU before the strike, but union members comprised more than 82 percent of the workers laid off for "pandemic-related" business reasons, suggesting many of these layoffs were retaliatory in nature. LRSU demanded reinstatement of 365 union leaders and workers. As of December, 130 workers continue to push for reinstatement. The dispute led to sustained demonstrations and violent clashes between union members and security forces attempting to push demonstrators onto buses.

In late December 2021, authorities raided LRSU's office and arrested several union members on charges of "incitement." On January 4, police arrested LRSU president Chhim Sithar, also charging her with "incitement." On March 14, the trade unionists were released from prison after submitting a letter to the Labor Ministry requesting its intervention for bail and calling on workers to suspend the strike to enable negotiations. Chhim Sithar was arrested again on November 26 as she returned from her third trip abroad following her release on bail. In her arrest warrant, the government claimed Sithar had violated the terms of her release by traveling internationally. Her attorneys said the courts did not produce documents detailing the terms of her bail and that Chhim had not been informed of the restriction on international travel.

The number of strikes declined from 363 in 2015 to 62 in 2021. Labor demonstrations similarly declined, from 192 in 2015 to 13 in 2021, according to the Labor Ministry. Labor officials cast this as a reflection of the government's success in improving labor conditions and benefits, citing measures such as increasing the minimum wage, providing bonuses, and facilitating travel during

long holidays. Multiple union leaders, however, said the drop in strike activity reflected authorities' increasing curbs on workers' ability to exercise labor rights. Most strikes in the year protested unpaid wages and denial of benefits following factory closures.

During the year the government restricted workers' right to assemble. Citing social security or COVID-19 restrictions, authorities turned down most union requests for a permit to rally on the grounds that social distancing would be difficult or impossible during such events. Unions complained that police prevented them from marching and broke up such activities before marchers could reach their destinations. For example, LRSU members reported facing authorities' harassment and violence while trying to exercise their right to freedom of association. On several occasions, the protesters were rounded up by force and taken to remote locations, citing COVID-19 protocols. One scuffle between authorities and workers on August 11 left at least 17 workers injured, with two seriously injured.

The resolution of labor disputes was inconsistent. Unions reported progress in small unions' ability to represent workers in collective disputes. The Arbitration Council heard 44 labor disputes in 2021, compared with 66 in 2020 and 338 in 2015. In addition to the pandemic, council officials attributed the decline to more cases classified as "individual" instead of "collective" disputes, making them ineligible for referral to the council, which hears only "collective" disputes. Labor disputes designated "individual" may be brought before the courts, which were neither impartial nor transparent. There was no specialized labor court.

b. Prohibition of Forced or Compulsory Labor

The law prohibits all forms of forced or compulsory labor, but the government did not effectively enforce the law. There was a significant increase in reporting on organized Chinese criminal gangs trafficking PRC nationals and other foreign citizens into Cambodia to work as forced labor in online gambling and fraud schemes. NGOs reported that migrant workers were also transported to the country and subjected to forced labor in PRC-operated and other construction sites. According to the Global Initiative Against Transnational Organized Crime, tens of thousands were wrongly imprisoned and forced to engage in online fraud schemes.

There was evidence that employers, particularly those operating brick kilns, were violating the law prohibiting forced or bonded labor. Brick kiln proprietors subjected many of the more than 10,000 persons living at these kilns, including children, to multigenerational debt-based coercion, either by buying off their preexisting loans or by requiring them to take out new loans as a condition of employment.

Debt remained an important driver of forced labor. According to a joint report in 2021 by two human rights groups, 3.6 million households had loans from microfinance lenders totaling \$11.8 billion in 2020. The report revealed the average microloan was approximately 17,400 riels (\$4,280), more than the annual income of 95 percent of the country's residents. The report added that some workers had taken out new loans to repay existing debt. The Cambodia Microfinance Association and Association of Banks in Cambodia disputed the report's findings. Children were also at risk of forced labor (see section 7.c.).

Also see the Department of State's annual *Trafficking in Persons Report* at <https://www.state.gov/trafficking-in-persons-report/>.

c. Prohibition of Child Labor and Minimum Age for Employment

See the Department of Labor's *Findings on the Worst Forms of Child Labor* at <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/findings/>.

d. Discrimination with Respect to Employment and Occupation

The law prohibits employment discrimination based on race, color, sex, ethnicity, disability, religion, political opinion, birth, social origin, HIV-positive status, or union membership. The law does not explicitly prohibit employment discrimination based on sexual orientation or gender identity, age, language, or communicable disease status. The constitution stipulates that citizens of either sex shall receive equal pay for equal work.

The government generally did not enforce these laws, and penalties were rarely applied against violators. One NGO representative working with ethnic minority groups said employment discrimination against members of ethnic minorities remained a problem.

The wage gap between women and men persisted. A United Nations Development Program survey in 2021 found that Cambodian women earned, on average, 19 percent less for the same work than men. According to the government's most recent labor force survey in 2019, the median monthly salary for men was estimated at \$250, compared with \$217 for women.

Harassment of women in the workplace was widespread. Penalties for sexual harassment (six days to three months in jail plus a fine by law) were not commensurate with those in laws related to civil rights.

e. Acceptable Conditions of Work

Wage and Hour Laws: The minimum wage covers only the garment and footwear sectors and was higher than the officially determined poverty income level. A 2021 survey by two prominent labor unions determined that workers needed \$300 per month to cope with rising living expenses, more than the minimum wage of \$194.

In July the Labor Ministry launched a social security pension scheme aimed at providing benefits to retiring private-sector employees. Registered employers and employees are obligated to contribute to this pension plan. The law provides for a standard legal workweek of 48 hours, not to exceed eight hours per day. The law establishes a rate of 130 percent of daytime wages for nightshift work and 150 percent for overtime, which increases to 200 percent if overtime occurs at night, on Sunday, or on a holiday. Employees may work a maximum two hours of overtime per day. The law states that all overtime must be voluntary and provides for paid annual holidays. Workers in marine and air transportation are not entitled to social security and pension benefits and are exempt from limitations on work hours prescribed by law.

Workers and labor organizations raised concerns that short-term contracts (locally known as fixed-duration contracts) allowed firms, especially in the garment sector, to avoid wage and legal requirements. Fixed-duration contracts also allowed employers greater freedom to dismiss pregnant women simply by failing to renew their contracts. The law limits such contracts to a maximum of two years, but more recent directives allow employers to extend this period to up to four years.

The Arbitration Council and the International Labor Organization disputed this interpretation of the law, noting that after 24 months an employee should be offered a permanent “unlimited duration contract” (also see section 7.a.). Forced overtime remained a problem in factories making products for export. Unions and workers reported some factory managers fired workers who refused to work overtime. Workers reported overtime was often excessive and sometimes mandatory; many complained that employers forced them to work 12-hour days, although the legal limit is 10, including overtime. Workers often faced dismissal, fines, or loss of premium pay if they refused to work overtime.

Occupational Safety and Health: By law workplace health and safety standards must be adequate to provide for workers’ well-being. Compliance with occupational safety and health (OSH) standards continued to be a problem, particularly in the garment export sector, largely due to improper company policies, procedures, and poorly defined supervisory roles and responsibilities. Many garment workers were concerned about their safety; for example, they did not have access to proper seating and sanitation, according to one labor organization.

Work-related injuries and health difficulties remained problems, although the latest available statistics showed some improvement. The National Social Security Fund in 2021 reported three mass fainting incidents involving 38 garment workers – attributable to chemical fumes, overheating, poor ventilation, and excessive overtime – compared with 239 workers who reportedly fainted in 2020. Outside the garment sector, more than 49 percent of work-related injuries were caused by traffic accidents, according to 2021 government statistics, which reported 3,268 accidents and 109 deaths, compared with 4,185 accidents and 110 deaths in 2020.

In addition to extensive reporting of OSH concerns at the garment industry, several labor representatives noted that most workers at construction sites and brick kilns had little knowledge of OSH regulations, nor were systems in place to protect workers from injuries and illness or to enable reporting of violations.

The latest available study, conducted in 2018 by a construction union, revealed that 19 percent of 1,010 construction workers interviewed had been injured on the job, but only 35 percent received employer support for medical expenses. One union

said legal loopholes allowed employers to avoid being held responsible.

In 2021 the National Social Security Fund recorded 77 work accidents at construction sites, including seven fatalities and 34 serious injuries.

Wage, Hour, and OSH Enforcement: The Labor Ministry is responsible for enforcing labor laws but did not do so effectively. Inspectors have the authority to make unannounced inspections and levy sanctions, but penalties were rarely assessed and were insufficient to suppress violations. Penalties for violating laws on minimum wage (six days' to one month's imprisonment) and overtime (a fine of 31 to 60 times the prevailing daily base wage) were less than those for other crimes, such as fraud. Government inspection of construction worksites was insufficient. Penalties for violating OSH laws were not commensurate with those for similar crimes, such as fraud. The government met the International Labor Organization standard for the number of inspectors in a less developed country but enforced standards selectively due to poorly trained staff, lack of necessary equipment, and corruption. Ministry officials admitted their inability to carry out thorough inspections of working hours and stated they relied upon Better Factories Cambodia to inspect export-oriented garment factories. Outside the export garment industry, working-hour regulations were rarely, if ever, enforced.

In March the Labor Ministry resumed a pilot project for online factory self-assessments for all garment, footwear, and travel goods factories, which served as background for resumed physical inspections. Because of the February 2021 COVID-19 outbreak, the Labor Ministry conducted only 176 physical inspections in 2021, down sharply from 1,824 in 2020. For most of 2021 the ministry only conducted "special labor inspections" in cases where a specific request was made or a serious violation was reported.

Although under law labor inspectors have the status of "judicial police," labor officials could not explain what powers this status gives inspectors.

Informal Sector: Estimates varied, but according to the government's *Cambodia Labor Force Survey 2019* (the latest available), more than 88 percent of the country's nine million workers age 15 and older were employed in the informal sector. In 2021 fewer than three million workers were eligible for benefits under

the National Social Security Fund.

Informal workers, including many working in agriculture, on construction sites, and at brick kilns, are not covered by wage, hour, and OSH laws. Most construction companies and brick factories operated informally, and workers in those sectors were not entitled to the minimum wage, lacked insurance, and worked weekends and holidays with few days off.

Labor Ministry inspectors may inspect informal worksites but noted that because these workers are not registered, identifying and reaching them remained difficult. The Labor Ministry only conducts “special inspections” in the informal sector after receiving a complaint.