



LEANG SOK

Independent Consultant

PROFILE

Accredited commercial mediation practitioner trained by the National Commercial Arbitration Center (NCAC), with over 15 years of experience in mediation, dispute resolution, governance reform, and socio-legal research.

Experienced in commercial and workplace mediation, arbitration awareness, responsible business conduct (RBC), ESG policy advisory, and institutional capacity building. Strong background in multi-stakeholder facilitation involving government institutions, private sector actors, trade unions, civil society, and international organizations.

PROFESSIONAL EXPERIENCE

Independent Mediator & ADR Specialist

- Provide mediation services in commercial, workplace, family, and community disputes.
- Design and deliver mediation and conflict resolution training programs for business organizations, financial institutions, CSOs, and professionals.
- Co-design and co-facilitate “Mediation: Theory and Practice—Basics for Professionals” with the Cambodian Center for Mediation.
- Facilitate ADR forums and professional dialogues to promote mediation and arbitration in Cambodia.

Governance, Business & Human Rights Consultant

- Conduct legal and policy research on access to remedies, responsible business conduct, ESG frameworks, and labor standards.
- Contribute to national and international publications on mediation, dispute resolution, gender equality, and corporate accountability (including work with the Raoul Wallenberg Institute and regional research partners).
- Advise organizations on grievance mechanisms, dispute mitigation systems, and compliance with international labor and human rights standards.

Research, Evaluation & Institutional Advisory

- Lead and contribute to socio-legal research, gender assessments, political economy analysis, and social protection studies.
- Conduct program evaluations, organizational audits, and policy reviews.
- Support consultation processes related to labor law reform, domestic violence law, and workplace harassment standards.
- Engage in regional civil society drafting and policy dialogue processes within ASEAN platforms.

Project Coordination & Multi-Stakeholder Engagement

- Coordinate national and regional programs involving trade unions, ministries, development partners, and civil society networks.
- Support consultation processes for draft legislation, including labor law and gender-related legal frameworks.
- Facilitate workshops and roundtables on gender-based violence and harassment in the world of work, in alignment with ILO standards
- Serve on drafting committees for regional civil society platforms and policy dialogues across ASEAN

TEACHING & TRAINING

- University lecturer in Sociology, Ethics, Critical Thinking, and Research Methodology.
- Extensive experience delivering professional training on:
 - Mediation and Workplace Conflict Resolution
 - Leadership & Organizational Development
 - Gender Equality & Workplace Harassment
 - Responsible Business Conduct

Phnom Penh, Cambodia

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AREAS OF EXPERTISE

- Commercial & Workplace Mediation
- Mediation & Alternative Dispute Resolution (ADR)
- Negotiation & Conflict Management
- Governance & Institutional Reform
- Responsible Business Conduct & ESG
- Gender Mainstreaming & Organizational Change
- Legal & Policy Analysis
- Training Design & Capacity Building
- Multi-Stakeholder Facilitation
- Monitoring, Evaluation & Organizational Audit

LANGUAGES

- Khmer (Native)
- English (Fluent)

PROFESSIONAL CERTIFICATION

- Commercial Mediation Training (Accredited by the National Commercial Arbitration Center – NCAC)
- Advanced Mediation Techniques – Options Mediation Service (Australia) & Cambodian Center for Mediation
- Professional Mediation Training – Options Mediation Service (Australia) & Cambodian Center for Mediation
- Business and Human Rights Training – Raoul Wallenberg Institute
- Transitional Justice Fellowship – International Center for Transitional Justice

PROFESSIONAL AFFILIATION

- Accredited and registered mediator, National Commercial Arbitration Center
- Accredited mediator and advisor to the Cambodian Center for Mediation

EDUCATION

- **M.A. Sociology–Anthropology**, Royal University of Phnom Penh
- **B.Ed. in English**, Institute of Foreign Languages, Royal University of Phnom Penh
- **B.A. in Khmer Literature**, Royal University of Phnom Penh

SELECTED PUBLICATION

- Rethinking Development, Aid Dependency and the Future of Cambodia’s Civil Society <https://kh.boell.org/en/2025/10/10/rethinking-development-aid-dependency-and-future-cambodias-civil-society>
- Policy briefs/key recommendations on Environmental, Social, and Governance (ESG) in Cambodia https://www.ccc-cambodia.org/en/download?file_id=5810&action=download&view_file_id=1737363919678e11cf98b2a5.53033621
- Mediation in Cambodia: Current Status, Development, and Prospects, <https://simc.com.sg/sites/default/files/content-files/Revista%20Brasileira%20de%20Alternative%20Dispute%20Resolution%20RBA-DR.pdf>
- Responsible Business Conduct and Human Rights in Cambodia, Raoul Wallenberg Institute (RWI), <https://rwi.lu.se/wp-content/uploads/2024/02/2024-RBC-in-Cambodia-Textbook-compressed.pdf> [Access to Remedies and Responsible Business Conduct (Chapter 5); Human Rights Spotlight: Migrant Workers and Responsible Business Conduct (Chapter 16); Human Rights Spotlight: Gender Equality and Responsible Business Conduct (Chapter 17)]
- Labour migrants’ vulnerability to human trafficking and labour exploitation in Southeast Asia: An analysis of Cambodia https://odi.org/documents/8830/An_analysis_of_Cambodia.pdf
- Unpaid Care Work and Gender Responsive Budgeting at Commune Level in Cambodia https://gadc.org.kh/wp-content/uploads/2025/03/GADC_Research_on_unpaid_care_work_and_Gender_Responsive_budgeting.pdf
- Preserving Harmony or Preventing Justice: A Study of Local Dispute Resolution Practices in Cases of Domestic Violence in Cambodia, https://wpmcambodia.org/wp-content/uploads/2020/12/Preserving-Harmony-or-Preventing-Justice_EN_2020.pdf
- Participating in a National Drama: A Reflection on Local Contradictory Attitudes toward the Court Process, <https://silkwormbooks.com/products/khmer-rouge-trials-in-context>
- Migration, Social Relationship and Status Changes Among Migrant Students at the Royal University of Phnom Penh