

Union experience promoting
labour and trade union rights
and collective bargaining
with MNEs in EPZs

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From Cambodia

I. Experience on Promoting Labour

- The Constitution of the Kingdom of Cambodia
- ILO convention, there are 13 article that ratified by Gov.
- Cambodian Labour Law
- National Social Security Funds “NSSF”(1.Job security 2.health care)(2008)
- Negotiation wages annually (from 2014-present)
- Trade Union Law (17 May 2016)
- Do the campaign annually on 8 March, 1 May, 7 October, 10 December ,..
- Do the research on the Minimum Wages with NGO
- Pushing the Government prepares a pension for workers
- Draft the declaration (Prakas of the Ministry of Labour) on apply for Most Representative Status (MRS)

II. Experience on Organizing in SEZs

1. Evergreen Industrial Co.,Ltd at PPSEZs with registration in 20th Dec 2011, MRS on 16th May 2013
2. Clean Circle Co.,Ltd at PPSEZs with registration in 2011
3. Vibo factory at PPSEZs in 2012
4. Crystal Martin (Cambodia) Limited at 7NG SEZs with registration in 2013, Kandal province
5. Jinchenyuan (Cambodia) Co.,Ltd at Sihanouk provincial SEZs in 2014
6. Hong Kong Winfair Garment (Cambodia) Ltd at Y7 SEZs in 2015 Kampong Speu province
7. Galey Global (Cambodia) at Sihanouk provincial SEZs in 2015
8. Sinoproud (Cambodia) Garment Co.,Ltd at Sihanouk provincial SEZs 2017
9. Kao Way Sport Ltd at Manhattan SEZs in 2017, Svay Rieng province

III. Experience Collective Bargaining in SEZs

- Cambodian Labour law (six articles such: 96-101; on CBA)
- MRS (at least 30% members of total workers, article : 54 of Trade Union Law)
- Target order of buyers
- Willing/faithfulness of the employer (Ex: First Gawon, Gawon, Darong, Evergreen, Great Honour factory....)

❖ The Challenges of promoting labour, trade union rights and collective bargaining in SEZs

- Incomplete implementation of ILO convention (87,98,100, 182,..)
- Restriction some article of Trade Union Law (complicate for apply registration, settle a dispute, rights to do a strike,...)
- Latest to opening for apply MRS by the Ministry of Labour
- Barred campaigning by authority such: 1 May, 7 October, 10 December,..
- SEZs' owner, authorities and employer threatened workers about creating a trade union in SEZs
- Union discrimination (Yellow union and Company owner union)

- Representative of Ministry of Labour stand by at SEZs to settle a dispute
- Faced to dismissal (Jinchenyuan factory, Hong Kong factory, Galey Global factory, Sinoproud factory, Vibo factory, Clean Circle factory,..)
- CBA negotiation faced to dismissal and close the factory, change the name, file a complaint leaders to the court (Evergreen factory, First Gawon factory, Gawon, Darong factory,..)
- The employer does not respect the labour law
- The authority does not take action
- The buyer very slow takes action (Meridian factory, JSD factory, Juhui factory, Full Fortune factory , Great Honour factory, Top Word,..)

➤ Strategy

- Urge to have a Memorandum of Understanding between Union and GAMC in SEZs
- To engage the brands involved an issue in SEZs
- To organizing workers as the systems in SEZs
- Training workers about trade union rights and advocacy
- To connect with partners as a global system

**THANK YOU !
FOR ATTENTION MY
PRESENTATION**