

Kingdom of Cambodia

Nation Religion King

Unions' Collective Proposal

We, as representatives of 14 professional organizations from confederations, federations and associations, are working in labor sector in the Kingdom of Cambodia.

To

Samdech Akka Moha Sena Padei Techo Hun Sen, the Prime Minister of the Kingdom of Cambodia

Subject: To propose the Royal Government of Cambodia to help settle all 5 proposed points in order to maintain benefits and protection measures for supporting workers/employees who are facing hardships amid the spread of COVID-19

Reference: - Constitution of the Kingdom of Cambodia

- Conventions of ILO
- Labor Law
- Unions' Collective Meeting conducted on April 06, 2020

In response to the subject and reference above, we are honored to inform Samdech Techo Hun Sen that from early January till now, COVID-19 has been spreading everywhere around the globe that have claimed thousands of lives, especially in China, Europe, and the USA. Cambodia has had more than 100 confirmed cases of people contracted with the virus. That's why, the Royal Government of Cambodia is gravely concerned about public health of Cambodian people, so more and more orders, as well as regulations have been issued to curb and contain the spread of such devastating and acute virus by postponing temporary operations of entertainment parlors, Casinos, private and public schools. Likewise, many other countries hit by the virus have also laid out similar measures such as travel restrictions, lockdowns and prohibiting big gatherings.

Based on current situation and particular circumstance above, the virus has worsen economic interdependence between countries causing economic recession which affects global supply chains within garment factories, hotels, services, Casinos, entertainment parlors, transportation, construction, agriculture, as well as other sectors, and Cambodia has also been affected with its negative impacts by suspending workers/employees' employment contracts which leads to job and income losses so that they are not able to sustain needs in their daily livelihoods.

Responding to the issue and basic needs of workers/employees, the Ministry of Labor and Vocational Training (MoLVT) has publicized the Instructions or Directives numbered 014/20 issued on February 28, 2020 on providing benefits for garment workers/employees during the employment contract suspension in which the royal government decided to provide a monthly wage with amount of 60% of their minimum wage for the year of 2020 (40% provided by employers with additional 20% from the government). However, for the employment contract suspension of workers/employees working in hotels, Casinos, entertainment parlors, transportation, services, construction, agriculture and other sectors, the government has not issued any formal statement or decision yet on giving wages and other benefits apart from the collective bargaining agreement between employees and employers.

Most of workers in each sector mentioned above generally migrate from other provinces for work in Phnom Penh, and some workers have migrated from remote areas for work in capital or provincial cities by renting houses for working to get income for not only sustaining their own daily lives, but also their families. Sometimes, they decided to borrow money from banks or micro-finance institutes to make ends meet by relying solely on one source of income/wage to pay off their monthly debts. Therefore, when their monthly income has decreased, they encounter many problems and challenges such as paying back banks debt plus its interests, medical costs regarding treatment services for their family members, and other expenses on their daily basic needs, etc.

On the other hand, recently and lately, some union leaders and union activists have been arrested due to engaging or involving with union activities as well as conducting union activities. This results in so much injustice towards those union leaders and union activists.

By realizing high risks and other basic needs of workers/employees during the period of job suspension, we, as worker/employee representatives, would like to propose the Royal Government of Cambodia with the following points below:

1. Maintaining to provide monthly wage at least 60% (20% from the Gov't and 40% from employers) of workers/employees' salary within garment sector unconditionally, and continue to grant the same 60% of monthly salary to workers/employees working in various sectors as well such as hotel and service, casino, entertainment, transportation, construction, agriculture, and other sectors
2. Prohibiting employers by not allow them to take this opportunity in order to turn the duration of employment contracts suspension into closing down enterprises/establishments or into workers/employees' employment contracts termination
3. Expanding or extending the scope of application in providing further NSSF services with free of charge to dependents as well as family members of those workers/employees

4. Issuing measures to order all banks and micro-finance institutes to postpone temporarily collecting debts and its interests from workers/employees
5. Undertaking interventions to release/free union activists and union leaders namely Sok Sokhorn, Eng Phai, Rith Sarai, Run Ra from Siem Reap Airport Union, and Sovann Vireak as well as Dul Sovann from bag producing factory, Soy Sros from Soupel (Cambodia) Co, Ltd, and also Mao Vann from Sanh Factory by acquitting them from any charges or offense without conditions and stop restricting unions' rights and freedoms.

As described above, we, as worker/employee representatives, strongly hope that the royal government will accept all of our concerns above and take them into account or consideration and kindly help approve on those proposed points for workers/employees.

Yours sincerely with highest respect and regards,

Phnom Penh, April 06, 2020

All union representatives with their names and signatures on the collective proposal include:

1. Ath Thorn (from CLC)
2. Pav Sina (from CCW)
3. Kong Athit (from C.CAWDU)
4. Yang Sophorn (from CATU)
5. Preab Mony Sovann (from CUMW)
6. Puth Sovann (from TUFW)
7. Soy Chanthou (from FUFU)
8. Yin Kim Eng (from CTWF)
9. Ry Sithynet (from INTUFE)
10. Outh Chet (from CDPLA)
11. Chheng Chhon (from ILUC)
12. Heng Choeurn (from CAWF)
13. Seb Sambath (from CIWA)
14. Sok Kin (from BWTUC)