



CLC-C.AWDU

សម្ព័ន្ធសហជីពក្រុមជាតិរបស់អ្នកកម្មករកាត់ដេរកម្ពុជា

Coalition of Cambodian Apparel Workers Democratic union

ផ្ទះលេខ ២,៣៦ផ្លូវលេខ២៦BT ភូមិត្នោតជ្រំ សង្កាត់បឹងទំពុន ខណ្ឌមានជ័យ រាជធានីភ្នំពេញ

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I am writing you today to seek your urgent intervention regarding the ongoing serious violations of workers' rights at Japan brand supplier factories located at Kandal Province and Phnom Penh, Cambodia. My union, the Coalition of Cambodian Apparel Workers Democratic Union (C.CAWDU) represents more than 70,000 workers in the garment sector in Cambodia, including workers at factories as bellow.

There are six factories which is violation the law, bad labour condition by the factories' director. There is some case we won at the Arbitration Council but factories' director unrespected and unimplemented what the Arbitration Council Ruling is ordered. On the other hand, a few cases that we lost at the Arbitration Council because of two of three Arbitrators had been partialness to factory party even though we have gotten enough evidence, witness and articles (Cambodia Labour Law, International Labour Conventions.....).

Thus C.CAWDU would like you, stakeholder and other organization in Japan intervene to pushing or pressure to the Japanese brands to resolve the entire problem that happened in the factories as bellow as soon as for the workers who are waiting 06-12 months ago. These egregious attempts to repress workers associational rights are in direct violation of ILO Conventions 87 & 98, the Cambodian Constitution, Cambodian Labour Law, and Buyer's Code of Conduct and can be construed as nothing other than a concerted attempt to destroy the C.CAWDU union at Factories. We request your immediate intervention to ensure that Factories:


Factory name	Worker numbers	Buyers	Status	Issues	Demand buyers intervention
Zhong Yin (Cambodia) B Textile Co.,Ltd	3500	H&M, Inditex, Uniqlo	<ul style="list-style-type: none"> • Won at AC The company didn't respect and didn't implement what's the AC ordered	<ul style="list-style-type: none"> • Dismiss 05 C.CAWDU local union leaders & activists after company received inform letter from C.CAWDU about making union & election result making union. • Force, threat & discrimination C.CAWDU union • Violation labour condition 	<ul style="list-style-type: none"> • Demand company receives 05 local union leaders & activists reinstate and pay compensation from company dismiss till back to work. • Demand the company stops force, threat & discrimination C.CAWDU union • Demand company respects agreement on July 16, 2014 time 12:30 p.m • Demand company implement what's the AC ordered.

Smart Shirt Garments Manufacturing (Cambodia) Co.,Ltd	724	GU	<ul style="list-style-type: none"> • Won at AC The company didn't respect AC and didn't implement what's the AC ordered 	<ul style="list-style-type: none"> • Dismiss local union leaders & activists after inform letter on election making union in factory. • Force workers working overtime • Threat workers don't join/ create union • Discrimination C.CAWDU union 	<ul style="list-style-type: none"> • Demand company receives local union leaders & activist reinstate and pay compensation from company dismiss till back to work. • Demand company stops force, threat and discrimination C.CAWDU union, allow worker has freedom to join with union as they want.
Great Honour Textile Factory Limited	1460	Inditex, H & M, M&S, CHEVIGNON, LC walkiki, LA HALLE, C&A , GU	<ul style="list-style-type: none"> • Won at AC The company didn't respect and didn't implement what's the AC ordered 	<ul style="list-style-type: none"> • A little bit on working such as: didn't raise the pieces rate. • Violation labour condition such as make FDC, 	<ul style="list-style-type: none"> • Demand company respect AC ruling & agreement that • signed during negotiate in factory. • Demand company stop use FDC, and make UDC with worker who working over 3months.
Full Fortune Knitting Ltd	305	H&M, M&S, GU	<ul style="list-style-type: none"> • Lost at AC Arbitrator didn't following the Cambodia Labour Law. Contrary two of three arbitrators take civil code to judgment in this case. He looks over Cambodia Labour Law article 67, 73, 13, 12, 279 and International Labour Conventions article 87, 100. 	<ul style="list-style-type: none"> • Dismiss 28 C.CAWDU local union leaders and activist, also some members. • Discrimination pregnant workers • Discrimination C.CAWDU union • Violation labour condition 	<ul style="list-style-type: none"> • Demand company stop force, threat, discrimination C.CAWDU union. • Demand company obey Cambodia Labour Law • Demand company respect union freedom • Demand company stop discrimination pregnant worker.

Dignity Knitter Limited	1500	H & M, M&S, Bm, ONLY & SONS, Walmart, celio, GU	Lost at AC	<ul style="list-style-type: none"> • Violation labour condition. • Dismiss workers without reason. 	<ul style="list-style-type: none"> • Demand company respects labour condition and receive workers reinstate and pay compensation to them. • Demand company implement code of conduct of H&M and other buyers
ECO Base Factory Ltd	570	Inditex, M&S, TAN JAY, Bm, GU	Waiting negotiation at AC	<ul style="list-style-type: none"> • Violation labour condition • Stop contract C.CAWDU local union leaders, activists and members without reason. • Stop discrimination with C.CAWD union 	<ul style="list-style-type: none"> • Demand company continue contract with C.CAWDU local union leaders, activist and members. • Stop discrimination C.CAWDU union • Demand company implement code of conduct of H&M and other buyers

This case has dragged on far too long and without work, people are in extreme financial difficulty and unable to provide for their families, thus a prompt resolution to these violations is imperative. Please update me as soon as possible regarding Japanese Brand's intended timeline for resolving this urgent case and feel free to contact me if you wish for further clarification on any of points outlined above.

Sincerely,



Ek Sopheakdey
General Secretary
C.CAWDU

