



CLC-C.AWDU

សម្ព័ន្ធសហជីពប្រជាធិបតេយ្យកម្មករកាត់ដេរកម្ពុជា

Coalition of Cambodian Apparel Workers Democratic union

ផ្ទះលេខ ២,៣Gផ្លូវលេខ២៦BT ភូមិព្នោតជ្រៃ សង្កាត់បឹងទំពុន ខណ្ឌមានជ័យ រាជធានីភ្នំពេញ

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Fast Retailing Group
Sent via email to: ken.machado@fastretailing.com

19th January 2015

Dear Mr. Tadashi Yanai and Mr. Ken Machadosugita,

I am writing you today to seek your intervention regarding serious violations of workers' rights in one of your supplier factories, Zhong Yin (Cambodia) B Textile Co., Ltd. At Phum Prek Treng, Khum Setbo, Srok Saang, Kandal Province. My union, the Coalition of Cambodian Apparel Workers Democratic Union (C.CAWDU) represents more than 80,000 workers in the garment sector in Cambodia, including workers at Zhong Yin Yin (Cambodia) B Textile Co., Ltd.

The workers at Zhong Yin Yin (Cambodia) B Textile Co., Ltd. (now called “the Zhong Yin factory”) experienced in various ways anti-union discrimination. Three local union leaders and 47 members of C.CAWDU were dismissed. The unjustly dismissed workers started an official procedure at the Arbitration Council (AC) against the Zhong Yin factory and demanded to be reinstated and to be back paid from the date of dismissal to the date of reinstatement. **The Arbitral Award 306/15 Zhong Yin (Cambodia) B Textile Co.,Ltd issued December 30** ordered the company to implement the aforementioned demand from the workers.

On January 18, 2016 at 6:30 am, three local union leaders and 47 members of C.CAWDU went to the Zhong Yin factory. Unfortunately, they were not able to enter their previous workplace. The security sent the workers away in order of the admin. When the workers contacted the admin to ask for clarification they were told that they are not allowed to enter and go back to work. In addition, they were advised to continue processing if they wish to fulfill their demand.

It is clear that Zhong Yin factory don't respect the Cambodian law by neglecting the AC ruling. Besides, they also disrespect the international law and the Fast Retailing Group codes of conduct by practicing anti-union discrimination. We ask for Fast Retailing Group immediate intervention on this case and make sure that Zhong Yin factory will act according to **The Arbitral Award 306/15 Zhong Yin (Cambodia) B Textile Co.,Ltd issued December 30** and reinstate the workers.

The actions of Zhong Yin Factory are in direct violation of ILO Convention 87 regarding freedom of association, ILO convention 98 regarding Right to Organize and Collective Bargaining, Article 36 of the Cambodian Constitution on union freedom, Cambodian Labour Law Article 266 on union rights, Cambodian Labour Law Article 12 on Nondiscrimination, Cambodian Labour Law Article 279 on union freedom, Prakas 305 of the Ministry of Labor, and the Fast Retailing Group Code of Conduct.

We request your intervention to ensure the company implements the following demand:

1. The company must fully implement the Arbitration Council Decision code 306/15 Zhong Yin (Cambodia) B Textile Co.,Ltd dated December 30, 2015.

Thank you for your prompt attention to this important matter. Please update me within the next few days on the response you receive from management as well as Fast Retailing Group's intended time for resolving for resolving this urgent case.

Sincerely,

Ek Sopheakdey
General Secretary
C.CAWDU

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